

## Gender Pay Gap Report 2018

As The Bradgate Education Partnership employs more than 250 people we are required by law to publish an annual gender pay gap report highlighting the difference in average female earnings compared to average male earnings.

The following is our snapshot dated 30 March 2018:

### Gender pay gap and bonus gap

| Difference between men and women | Mean Average | Median Average |
|----------------------------------|--------------|----------------|
| Gender Pay Gap                   | 34.6         | 42.1           |
| Gender Bonus Gap                 | 0.0          | 0.0            |

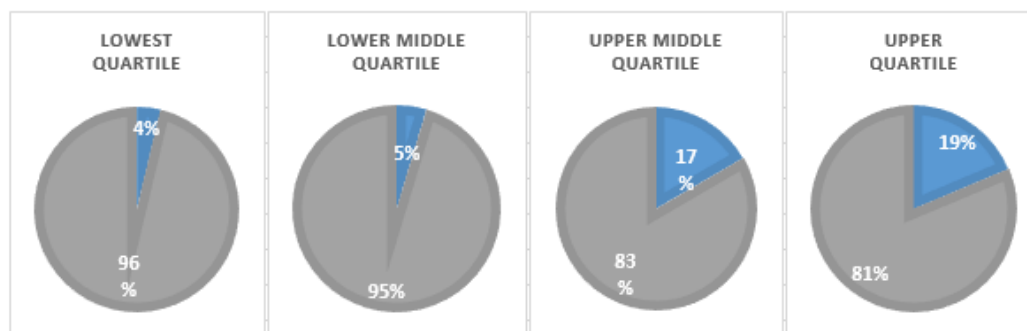
No employees received a bonus during the reporting period.

There has been an overall narrowing of the gender pay gap during the 12 months since the last report, the following table shows this progress.

| Difference between men and women | Mean 2017 Average | Mean 2018 Average | Median 2017 Average | Median 2018 Average |
|----------------------------------|-------------------|-------------------|---------------------|---------------------|
| Gender Pay Gap                   | 36.5              | 34.6              | 48.9                | 42.1                |
| Difference                       | -1.8              |                   | -6.8                |                     |

### Pay Quartiles

The following is the proportion of males and females in each pay quartile. There are 107 individuals in each quartile with the exception of the lower middle which contains 108.



Bradgate Education Partnership Trust is a company limited by guarantee, registered in England and Wales.  
Company Number: 08168237. An exempt charity.

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- As The Bradgate Education Partnership is committed to equal pay we know that our gender pay gap is not a pay issue but attributable to a lack of female representation at the very highest levels of the organisation.
- Additionally, with women outnumbering men 382:47 it is also clear that men are underrepresented in the lowest quartiles of the workforce.
- During the period 1 Apr 2017 – 30 Mar 2018 the net movement in staff numbers has been +41 female and + 2 male.
- A net increase in female representation across the partnership can be seen when comparing the quartile percentages to those of 31 Mar 17; the Lower middle quartile reflects a 4% increase while the upper quartile a 1% increase.

### Supporting Statement and Narrative

Bradgate Education Partnership operates as an equal opportunities employer, and does not discriminate in any way (as defined by the Equalities Act 2010 and other relevant legislation), regarding recruitment, performance management and employee career development opportunities.

All employees are given equal treatment, regardless of gender, in the terms and conditions of their employment contract if they are employed to do:

- 'Like work' - work that is the same or broadly similar
- Work found to be of equal value in terms of effort, skill or decision making.

Over half of roles in the trust are part-time<sup>1</sup>, either aligning closely with the hours of attendance of pupils or for part of that time. This not only includes the number hours per week but also the number of weeks worked each year. This does impact on average salaries.

Bradgate Education Partnership is not unusual in the education sector to have very high female representation across its structure, with particularly high concentrations of female colleagues in supporting roles which often offer only part time hours; 67.5% of females are in part time employment, while male part time employment sits at 23.4%.

At the time of this snapshot, The Bradgate Education Partnership had only existed for around 19 months and thus much of the organisation is still in its infancy, however progress has been made to level the gender pay gap across the partnership.

The Board of Trustees will regularly review this data and will consider the progress made on reducing the gender pay gap and make recommendations for the Trust to take forwards.



Chief Executive Officer

G Nelmes



Chief Operating Officer

D Sargent



Trust HR Manager

L Gray

<sup>1</sup> 62.7% - Part time defined as contracted hours of less than 37 hours per week for support staff and 32.5 hours per week for teaching staff