



Bedford Inclusive Learning & Training Trust

Manor Drive, Kempston, Bedford MK42 7AB

Telephone: 01234 408477

Email: info@biltt.org

Executive Principal: Terry Ashmore

Gender Pay Gap Report March 2018

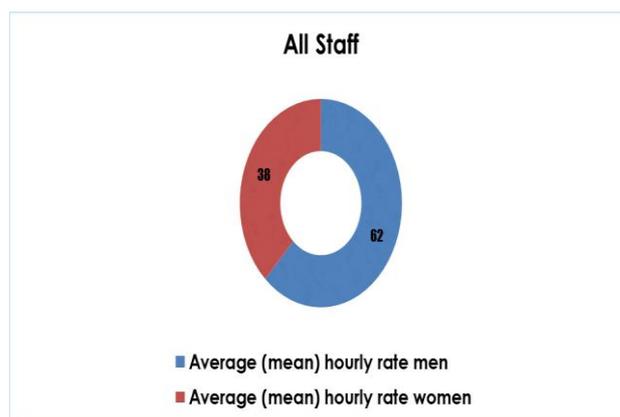
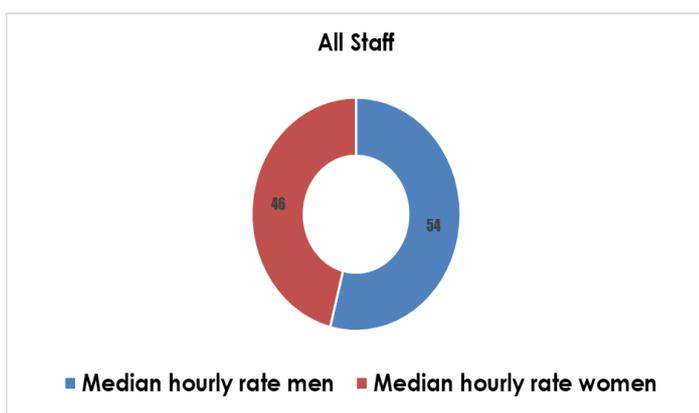
At Bedford Inclusive Learning and Training Trust we treat job applicants and employees equally. We believe that every employee should be respected, their capabilities fully realised, with their character and individuality respected.

Our Gender Pay Gap Data

Hourly Rate All Staff

Median

Average (mean)



The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle; so the median gender pay gap is the difference between women's median hourly wage (the middle paid woman) and men's median hourly wage (the middle paid man).

The mean hourly rate is the average hourly wage across the entire organisation so the mean gender pay gap is a measure of the difference between women's mean hourly wage and men's mean hourly wage.

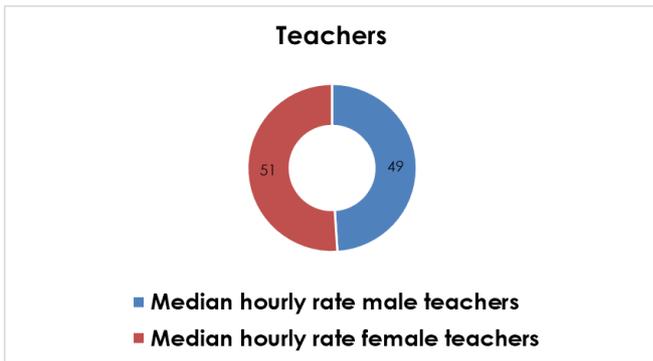


Specialist Collaborative Dynamic Aspirational

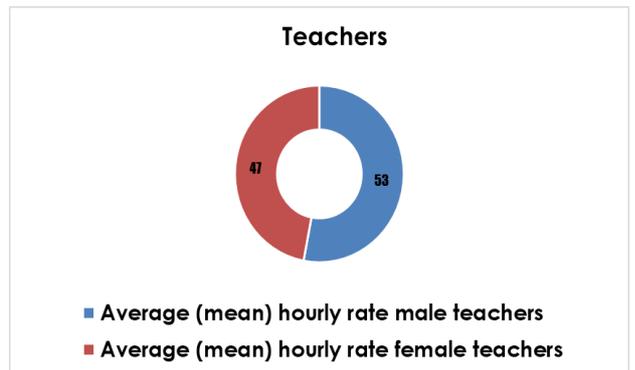
Bedford Inclusive Learning and Training Trust has exempt charitable status, Company Number: 08156641

Hourly Rate Teaching Staff

Median



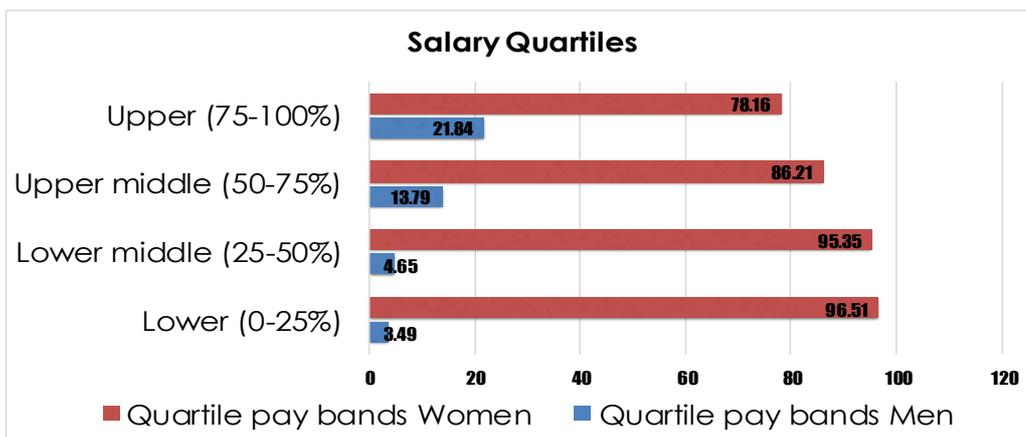
Average (mean)



The median hourly rate is calculated by ranking all teachers from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle; so the median gender pay gap is the difference between female teacher's median hourly wage (the middle paid female teacher) and male teacher's median hourly wage (the middle paid male teacher).

The mean hourly rate is the average hourly wage of teachers so the mean gender pay gap is a measure of the difference between female teacher's mean hourly wage and male teacher's mean hourly wage.

Salary Quartiles



The chart represents the percentage of men and women in each salary quartile.



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Pay quartiles are calculated by splitting all employees in an organisation into four even groups according to their level of pay. Looking at the proportion of women in each quartile gives an indication of women's representation at different levels of the organisation.

Top quartile (highest paid)

78.2% of the top quarter are women

21.8% of the top quarter are men

Upper middle quartile

86.2% of the upper middle quarter are women

13.8% of the upper middle quarter are men

Lower middle quartile

95.3% of the lower middle quarter are women

4.7% of the lower middle quarter are men

Lower quartile (lowest paid)

96.5% of the lower quarter are women

3.5% of the lower quarter are men

The Education Workforce in the UK

According to Government data sources, there were 498,100 teachers in state-funded school in England in 2017 (including classroom teachers, head teachers and deputy & assistant heads). In 2017, almost 3 out of 4 school teachers were female (around 376,300 teachers). This data has been taken from:

<https://www.ethnicity-facts-figures.service.gov.uk/workforce-and-business/workforce-diversity/school-teacher-workforce/latest>

We are confident that people are paid equally for all equivalent roles.

Only 22.2% of the teaching workforce is male at Bedford Inclusive Learning and Training Trust, which correlates with Government data sources which show that more women than men are employed in the teaching sector than men. Overall the BILTT workforce consists of 89% women and 11% men. This is an increase in men since 2017 when it was 94% women and 6% men.



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Whilst Bedford Inclusive Learning and Training Trust have a predominantly female workforce, a gender pay gap of 38.68% exists with regards to the average hourly rate of pay. This is due to 50 % of the male workforce employed by Bedford Inclusive Learning and Training Trust sitting within the upper pay quartile.

Bedford Inclusive Learning and Training Trust ensure that recruitment and promotion policies and procedures attract both men and women.

Bedford Inclusive Learning and Training Trust did not pay any bonuses in the year April 2017 – March 2018.

Recruiting Diverse Talent

All students and staff who enter an academy under Bedford Inclusive Learning and Training Trust have an equal value and therefore an entitlement to full equality or opportunity. Bedford Inclusive Learning and Training Trust promote and celebrate "Equality for all" regardless of gender.

Bedford Inclusive Learning and Training Trust is committed to safeguarding, Prevent, the welfare of pupils and ensuring equality of opportunity for all pupils, staff, parents and carers; irrespective of age, disability, gender reassignment, marriage & civil partnership, pregnancy & maternity, race, belief, sex or sexual orientation and expects staff to share that commitment.

Our Aim

Our aim is to attract and recruit more men to our organisation and teaching in general, via gender-neutral adverts. Since our last report in 2017 there has been a 5% increase in the total number of men employed by BILTT.

We will also review our policies to examine if there are ways to improve our working culture.

I confirm that the data reported is accurate.



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Terry Ashmore, Executive Principal
For and on behalf of Bedford Inclusive Learning and Training Trust