



Bedford Inclusive Learning & Training Trust

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Executive Principal: Terry Ashmore

## Gender Pay Gap Report March 2019

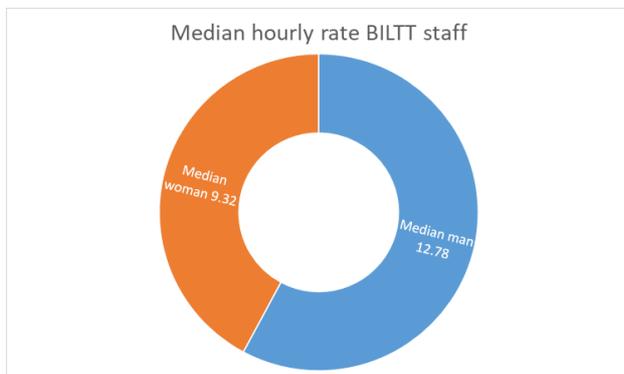
All businesses with more than 250 employees are required, under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, to produce an annual Gender Pay Gap Report. The Gender Pay Gap is the difference between the hourly rate of pay of male employees and female employees (as set out in regulations) These differences have to be published on both a median (pay per hour based on the person 'in the middle' of the distribution of pay) and a mean basis (average hourly salary) The snapshot was taken on 31<sup>st</sup> March 2019 when we had 296 employees, 27 male (9%) and 269 female (91%)

At Bedford Inclusive Learning and Training Trust we treat all 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

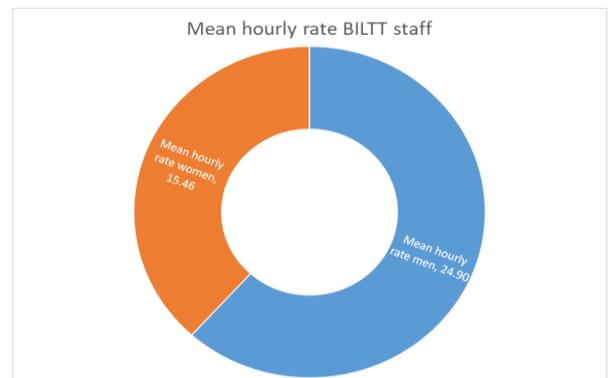
### Hourly rate all staff

#### Median



The median hourly rate is calculated by ranking all employees from the highest 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 (£9.32 the middle paid woman) & men's median hourly wage (£12.78 the middle paid man) = 37.9% difference

#### Average (mean)



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 (£15.46) and men's mean hourly wage (£24.90) = 27.1% difference

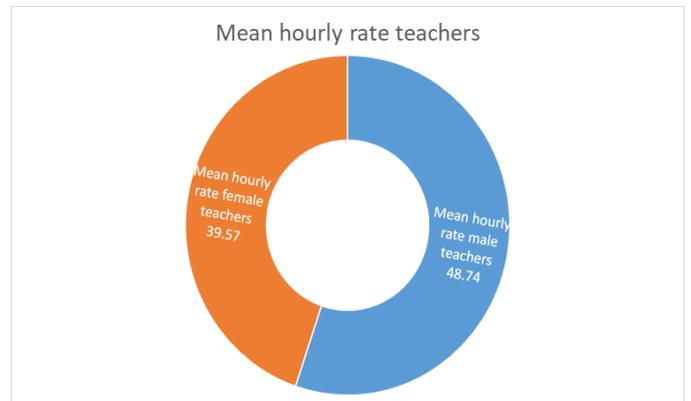
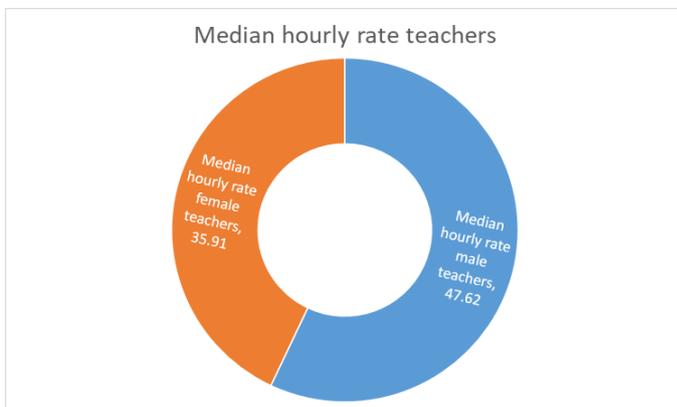


Specialist Collaborative Dynamic Aspirational

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

The difference in the median hourly rate of pay 37.9% and mean hourly rate of pay 27.1% between men and women is due to BILTT having a mainly female workforce in roles that are compatible with childcare ie working term time/part time. *(Hourly rate for women / hourly rate for men X 100 -100)* Recruitment advertising is not gender biased, however, female applicants always outnumber male applicants.

Hourly rate teachers only



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 (£35.91 the middle paid female teacher) and male teacher's median hourly wage (£47.62 the middle paid man) = 24.59% difference

The mean hourly rate is the average hourly wage for teachers, so the mean gender pay gap is a measure of the difference between female teacher's mean hourly wage (£39.57) and male teachers mean hourly wage (£48.47) = 18.36% difference

To further explore the Gender Pay Gap figures a sub-set of just teaching staff has been examined, this group includes teachers, senior leaders such as the Executive Headteacher, Heads and Deputy Heads of Schools. In this group the median hourly rate pay gap is 24.59% and the mean hourly rate pay gap is 18.36% between men and women. *(Hourly rate for women / hourly rate for men X 100 -100)* Both figures demonstrate that, although the Gender Pay Gap is narrower at this point, men still have a higher mean and median hourly rate. The group of male teachers (10) contains teachers at the top of the Main Pay Scale and teachers on the Leadership Scale, whereas the female teachers (49) has a broader range of hourly rates with more women on the Main Pay Scale. This can be explained by some women preferring roles that are compatible with childcare ie working term time/part time.



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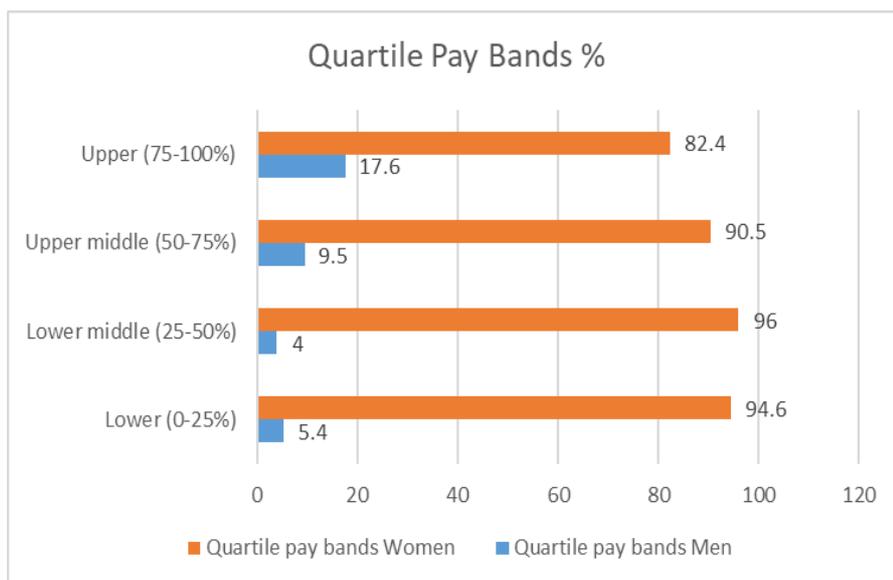
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Recruitment advertising is not gender biased, however, female applicants always outnumber male applicants.

There is equal opportunity for men and women to apply to move to the Upper Pay Scale and also apply for jobs on the Leadership Scale. Vacant posts are advertised within the Trust at each school, before going out to public advert.

The Gender Pay Gap is as a result, not of unequal pay, but of the roles which men and women are employed in and the salaries these roles attract.

## Salary Quartiles



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

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 and men in each quartile gives an indication of women's and men's representation at different levels of the organisation.

As in 2018 we see the largest differentials within the three lowest quartiles which contains all support staff roles. Whilst it recognises that it has no direct control over the gender of applicants for particular job types or an individual's career choices, the Trust remains committed to monitoring and reducing the gap wherever possible.



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#### Top quartile (highest paid)

82.4% of the top quarter are women

17.6% of the top quarter are men

2018 for comparison

78.2% of the top quarter were women

21.8% of the top quarter were men

#### Upper middle quartile

90.5% of the upper middle quarter are women

9.5% of the upper middle quarter are men

2018 for comparison

86.2% of the upper middle quarter are women

13.8% of the upper middle quarter are men

#### Lower middle quartile

96% of the lower middle quarter are women

4% of the lower middle quarter are men

2018 for comparison

95.3% of the lower middle quarter are women

4.7% of the lower middle quarter are men

#### Lower quartile (lowest paid)

94.6% of the lower quarter are women

5.4% of the lower quarter are men

2018 for comparison

96.5% of the lower quarter are women

3.5% of the lower quarter are men

### **The Education Workforce in the UK**

According to the NAHT, there were 453,400 FTE teachers in state-funded school in England in 2019 (including classroom teachers, head teachers and deputy & assistant heads etc). In 2019, almost 3 out of 4 school teachers were female (around 340,050 FTE teachers). BILTT has a slightly higher proportion of female teaching staff at 83%.

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

Only 17% 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. Overall the BILTT workforce consists of 91% women and 9% men. This is a slight decrease in men since 2018 when it was 89% women and 11% men.



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Whilst Bedford Inclusive Learning and Training Trust have a predominantly female workforce, a gender pay gap of 37.91% exists with regards to the average hourly rate of pay, a slight decrease on last year. This is due to 48% of the male workforce employed by Bedford Inclusive Learning and Training Trust sitting within the upper pay quartile.

We are confident that men and women are paid equally for doing equivalent jobs across the Trust. We use pay scales based on the School Teachers Pay & Conditions Document, and for support staff, pay scales set by the NJC. However, it is clear from our data that we employ more men in higher paid roles (leadership or senior teaching, and predominantly full time) and substantially fewer men in lower paid roles (Administration, Learning Support Assistants, Lunchtime Supervisors, Cleaning & Catering, many of which are term time/part time).

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

### **Bonuses**

Bedford Inclusive Learning and Training Trust do not pay any bonuses so this aspect is not reported upon.

### **Recruiting Diverse Talent**

As in 2018 we see the largest differentials within the three lowest quartiles which contains all support staff roles. Whilst it recognises that it has no direct control over the gender of applicants for particular job types or an individual's career choices, the Trust remains committed to monitoring and reducing the gap wherever possible.

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. All staff involved with recruitment will undertake training in Equality and Diversity in 2019/2020.

### **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 2018 there has been a slight decrease of 2% 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.



**Specialist Collaborative Dynamic Aspirational**

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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

*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.*