

# The Bay Learning Trust

## Gender Pay Gap Report



### Introduction

As a Multi Academy Trust with over 250 employees The Bay Learning Trust is required to publish our Gender Pay Gap in line with the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

On the snapshot date of 31 March 2020 The Bay Learning Trust had 609 full-pay relevant employees. Where employees held two or more posts, each post has been treated separately, for the purposes of the calculations.

### The breakdown by gender for full-pay relevant employees

- 426 female employees (69.95%)
- 183 male employees (30.05%)

### The Mean and Median Gender Pay Gap

- The Mean Gender Pay Gap is 13.6%
- The Median Gender Pay Gap is 30.4%

These figures show the average difference in the hourly rate of pay across men and women in the Trust.

### Bonus Pay

The Bay Learning trust did not operate a bonus pay system on the snapshot date, or within the 12 months previous to the snapshot date.

### Pay Quartiles

All relevant employees were listed separately by gender and were ranked according to their hourly rate of pay from lowest to highest. This was then split into 4 equal quartiles to show the proportion of male and female staff within the pay quartiles:

Quartile	Gender	
	Female	Male
Lower	80.5%	19.5%
Low to Middle	73.3%	26.7%
Middle to High	63.3%	36.7%
Higher	63.8%	36.2%

As an employer within the state funded education sector, we predominantly employ people under two different sets of terms and conditions – Teaching Staff and Support Staff.

**The breakdown of employees under these terms and conditions are:**

<b>Support staff</b>					
		No management responsibility		Management responsibility	
Gender	No of employees	Mean hourly rate	No of employees	Mean hourly rate	
Female	243	£12.41	12	£21.52	
Male	76	£13.52	15	£17.12	

<b>Teaching Staff</b>					
		No management responsibility		Management responsibility	
Gender	No of employees	Mean hourly rate	No of employees	Mean hourly rate	
Female	94	£27.84	77	£37.62	
Male	50	£28.81	42	£39.50	

**What does the data tell us?**

- There is a higher proportion of female employees employed across the Trust as a whole
- There is a higher proportion of female employees who are employed as support staff in lower paid roles e.g. cleaners, welfare assistants, catering assistants, administration assistants
- This is a higher proportion of males who are employed as support staff, in higher paid roles e.g. Site Managers, Catering Managers and Administration Managers
- There is a higher proportion of female employees in all four quartiles

The Bay Learning Trust will continue to monitor and review the reasons for the Gender Pay Gap and establish ways in which this can be reduced.

I confirm that this published gender pay gap information is accurate as at the snapshot date.



Sally Kenyon  
Chief Executive

Date: 4 October 2021