

The Bay Learning Trust

Gender Pay Gap Report

Snapshot date - 31 March 2022



THE BAY
LEARNING TRUST

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 2022, The Bay Learning Trust had 565 full-pay relevant employees. For the purposes of the calculations, where employees held two or more posts, each post has been treated separately.

The breakdown by gender for full-pay relevant employees

- 371 female employees (65.7%)
- 194 male employees (34.3%)

The Mean and Median Gender Pay Gap

- The Mean Gender Pay Gap is 9.94%
- The Median Gender Pay Gap is 16.8%

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	Female		Male	
	Headcount	Percentage	Headcount	Percentage
Upper	71	59.2%	49	40.8%
Upper Middle	98	63.6%	56	36.4%
Lower Middle	100	67.1%	49	32.9%
Lower	102	71.8%	40	28.2%

As an employer within the secondary school education setting, 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:

Support staff					
		Without management responsibility		Management responsibility	
Gender	No of employees	Mean hourly rate	No of employees	Mean hourly rate	
Female	207	12.65	5	20.78	
Male	93	14.04	10	21.44	

Teaching Staff					
		Without management responsibility		Management responsibility	
Gender	No of employees	Mean hourly rate	No of employees	Mean hourly rate	
Female	91	30.75	68	40.47	
Male	44	30.91	47	40.94	

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
- There is a higher proportion of female employees in all four quartiles
- The mean gender pay gap has reduced from 16.5% in March 2021 to 9.94% in March 2022

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.

Signed by: Sue Farrimond
 Role: Deputy CEO
 Date: 30/03/2023
 Signature:

