



Statutory Gender Pay Gap Report for the 2023/24 reporting year

With effect from 1 April 2017, the Government introduced Gender Pay legislation which required all employers of 250 or more employees to publish their gender pay gap calculations every year. The snapshot date for employees in scope was 31 March 2023. This report provides both the statutory disclosures required, as well as further context around gender pay at the Trust.

Bridge Multi-Academy Trust (Bridgeschools) is committed to the fair treatment and reward for all staff irrespective of gender.

The Trust recognises that discrimination and victimisation is unacceptable and that it is in the interests of the Trust and its employees to utilise the skills of the total workforce. It is the aim of the Trust to ensure that no employee or job applicant receives less favourable facilities or treatment (either directly or indirectly) in recruitment or employment because of age, disability, sex, gender reassignment, pregnancy, maternity, race (which includes colour, nationality and ethnic or national origins), sexual orientation, religion or belief, or because someone is married or in a civil partnership. These are known as "protected characteristics".

Our aim is that our workforce will be truly representative of all sections of society and each employee feels respected and able to give of their best.

All employees, whether part-time, full-time or temporary, will be treated fairly and with respect.

Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

Our Commitment

To create an environment in which individual differences and the contributions of all our staff are recognised and valued.

Training, development and progression opportunities are available to all staff.

To promote equality in the workplace which we believe is good management practice and makes sound business sense.

We will review all our employment practices and procedures to ensure fairness.

Analysis

The results for the statutory calculations are:

1. The Mean Gender Pay Gap – The difference between the mean hourly rate of pay that male and female full pay relevant employees receive: 28.9%.
2. The Median Gender Pay Gap – The difference between the median hourly rate of pay that male and female full-pay relevant employees receive: 56.4%.
3. The Mean Bonus Gender Pay Gap – 0%
4. The Median Bonus Gender Pay Gap – 0%
5. The proportion of males and females receiving a bonus payment – 0%
6. The proportion of males and females in each quartile pay band:
 - Lower Pay Band Quartile Male Employees: 2.6% Female Employees: 97.4%
 - Lower Middle Pay Band Quartile Male Employees: 5.4% Female Employees: 94.6%
 - Upper Middle Pay Band Quartile Male Employees: 10.4% Female Employees: 89.6%
 - Upper Pay Band Quartile Male Employees: 21.0% Female Employees: 79.0%

Commentary

The Trust recognises that a gender pay gap exists, however further analysis helps to understand why.

For teaching staff, the gender make-up of this group is predominantly female. There is no mean or median gender pay gap on women's hourly rate.

For support staff, again most are female and of these most work on a part time basis.

Both of these factors have an impact on the gender pay gap calculation.

The analysis highlights that there are more women in teaching and support roles which attract a lower salary which is the primary cause of the overall pay gap for the Trust.

At senior level we have attracted mostly female staff and trustees: 3 out of 5 of our senior leaders are female. 10 out of 14 head teachers/ heads of school we employ are female, and 4 out of 6 assistant heads are female. The Chair of the Trust is female as are 5 out of 7 Trustees.

The Trust aims to provide opportunities for all employees, regardless of gender, and maximise their potential at all levels in our organisation.

The Trust will continue to encourage applications from both genders for all vacancies through its inclusive recruitment policies and procedures and ensure flexible working is attractive to all members of staff.