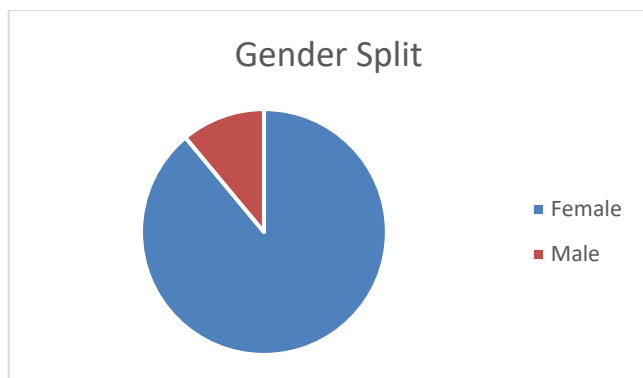


## Gender Pay Gap Report 2024

Bourne Alliance Multi Academy Trust in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 is required to publish information to demonstrate how large the pay gap is between our male and female employees.

The information provides a 'snapshot' of the work force as at 31st March 2024, at which date the Trust had:

- A total of 290 staff are included in the full pay data set of which 258 (88.97%) were female and 32 (11.03%) were male.



- Of the 290 'employees', 90 were teaching staff. There were 200 support staff. Support staff include office, site, teaching assistants and extended services (breakfast club, mid-day meals supervisors, after school club).

The overall gender pay gap is defined as the difference between earnings of men and women expressed relative to men's earnings. The Trust is required to report on the following:

- Mean (average) gender pay gap in hourly pay
- Median gender pay gap in hourly pay
- Mean (average) bonus gender pay gap
- Median bonus gender pay gap
- Proportion of males and females receiving a bonus payment, and
- Proportion of males and females in each pay quartile

No Trust staff receive bonus payments and therefore, there is nothing to report in respect of 3 – 5 above.

### Published Data

In addition to the overall Trust data, the report includes a breakdown between Teaching and Non-Teaching positions as there is a significant difference compared to looking at the trust as a whole.

#### 1. Hourly Summary for Mean and Median Gender Pay Gap

	<b>Trust 2024</b>	<b>Trust 2023</b>	<b>Teaching 24</b>	<b>Teaching 23</b>	<b>Non-Teaching 24</b>	<b>Non-Teaching 23</b>
Mean	20.07%	22.13%	10.81%	4.34%	-3.51%	-1.06%
Median	30.90%	36.33%	5.14%	0.00%	0.00%	-0.20%

For the trust women's mean hourly rate is 20.07% lower than men's. This is lower than 22.13% last year. The gap in the mean hourly rate for teaching staff has increased to 10.81% from 4.34% but this is due to the trust supporting more women in unqualified teacher roles whilst they undertake their teacher training.

Women's median hourly rate is 30.90% lower than men's. This is lower than 36.33% last year.



## 2. The proportion of males and females in each quartile pay band

### a. Trust

	LOWER QUARTILE 2024	LOWER QUARTILE 2023	LOWER MIDDLE QUARTILE 2024	LOWER MIDDLE QUARTILE 2023	UPPER MIDDLE QUARTILE 2024	UPPER MIDDLE QUARTILE 2023	UPPER QUARTILE 2024	UPPER QUARTILE 2023
Male	9.59%	9.72%	8.33%	4.17%	6.85%	9.72%	19.44%	20.55%
Female	90.41%	90.28%	91.67%	95.83%	93.15%	90.28%	80.56%	79.45%

### b. Teaching (those employed on Teacher pay and conditions)

	LOWER QUARTILE 2024	LOWER QUARTILE 2023	LOWER MIDDLE QUARTILE 2024	LOWER MIDDLE QUARTILE 2023	UPPER MIDDLE QUARTILE 2024	UPPER MIDDLE QUARTILE 2023	UPPER QUARTILE 2024	UPPER QUARTILE 2023
Male	0%	0%	0%	0%	9.09%	14.29%	20.59%	21.74%
Female	0%	0%	0%	0%	90.91%	85.71%	79.41%	78.26%

### c. Non-teaching

	LOWER QUARTILE 2024	LOWER QUARTILE 2023	LOWER MIDDLE QUARTILE 2024	LOWER MIDDLE QUARTILE 2023	UPPER MIDDLE QUARTILE 2024	UPPER MIDDLE QUARTILE 2023	UPPER QUARTILE 2024	UPPER QUARTILE 2023
Male	9.59%	9.72%	8.33%	4.17%	5.77%	7.84%	0%	0%
Female	90.41%	90.28%	91.67%	95.83%	92.31%	92.16%	100%	100%

## Supporting Statement

Bourne Alliance Multi Academy Trust recognises that the promotion of equality of opportunity in the workplace is an essential aspect of managing a successful organization. The workforce across the trust is made up of a variety of different roles such as teachers, teaching assistants, midday supervisors, clerical staff and other manual roles. This means that there is a broad range of pay rates.

The Trust proactively supports the fair treatment of all staff irrespective of gender or any other protected characteristic through our recruitment process, pay and reward policy and approach to professional development. It should be noted that gender pay gap is not the same as the provision of equal pay for work of equal value. Male and female employees are paid the same for like work:

- Teaching staff are employed on School Teacher's Pay and Conditions, which is reviewed annually nationally and this document together with the Trust's pay and reward policy ensures that teacher's pay is based on their experience and performance, and not because of their gender.
- Senior Leadership pay is based on Teacher's Pay and Conditions in relation to the size of the Trust and Schools, and their annual increase is related to performance both of which are approved by Trustees.
- Support staff are employed on the Bourne Alliance pay Range and the Kent Range terms and conditions. All positions are benchmarked against similar roles and against the evaluated pay framework from the local authority. Staff receive an annual pay award based on the outcome of their appraisal, or a flat rate increase. The appraisal process is based on performance, or a flat rate increase which allows for progression irrespective of gender. The Trust CEO has



oversight of the pay award recommendations to ensure the process is applied equitably across the schools.

## Summary

The gender pay gap is a high level indicator of male and female earnings, which is affected by workforce distribution and workforce make-up.

The majority of employees in the Trust are female (88.97%), which is in line with many other primary schools. The reason for the higher male Mean and Median pay rates and the gender split in the lower quartile is mainly due to many roles in the Trust such as cleaners, midday supervisors, administration and teaching assistants being filled by female employees. This is most likely because these roles are attractive to female employees because they are part time and term time only and provide the opportunity for our female employees to work around their family commitments.

The trust are supportive of staff development and many cleaners move into the role of Teaching Assistant and many Teaching Assistants move into the role of Teacher. This allows staff to develop their knowledge and skill and therefore their earning potential.

It is the view of the Trust that our gender pay gap reflects the workforce composition rather than highlighting any pay inequalities between male and female staff doing work of equal value.

Bourne Alliance Multi Academy Trust supports all of its employees through a number of family friendly HR policies and flexible approach to recruitment as can be seen through the number of part-time or jobshare roles for both teaching and non-teaching positions. The Trust provides access to Childsplay (breakfast and after school club) at a reduced rate for staff whilst they are working.

I confirm that the report has been prepared from our March 2024 pay data, and represents the gender pay information for Bourne Alliance Multi Academy Trust

