

Gender Pay Gap Reporting

April 2018



Introduction

We are an employer required by law to carry out Gender Pay Reporting under the equality act 2010 (Gender Pay Gap Information) Regulations 2017.

This legislation requires us to carry out 6 calculations and publish the following four types of figures annually on their own website and on a government website:

- Gender pay gap (mean and median averages)
- Gender bonus gap (mean and median averages)
- Proportion of men and women receiving bonuses
- Proportion of men and women in each quartile of the organisation's pay structure.

The Buckinghamshire Learning Trust had 307 employees on the 5th April 2017, and as such is required to publish these figures for the snapshot date of 5th April 2017. In addition, any bonus payments made in the previous 12 months' of the snapshot date; 5th April 2016-5th April 2017, are required to be reported.

An employer must publish six calculations showing their:

1. Average gender pay gap as a mean average
2. Average gender pay gap as a median average
3. Average bonus gender pay gap as a mean average
4. Average bonus gender pay gap as a median average
5. Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
6. Proportion of males and females when divided into four groups ordered from lowest to highest pay.

As of the snapshot date of 5th April 2017, there were a total of 307 employees, of which there were 238 females (77.5%) and 69 male (22.5%).

Summary of Definitions

Gender pay Gap

This shows the differences in the average pay between men and women. If a workplace has a particularly high gender pay this can indicate there are a number of issues to deal with. A positive result in the mean and median calculations reveals that overall females have a lower pay or bonuses than males. A negative result in these calculations reveals that male employees have lower pay or bonuses, and a zero % figure (highly unlikely) would reveal no pay gap.

Snapshot date

This is the key date that many of the details needed to carry out the calculations will come from. It is also the date from which an employer has a year to publish their gender pay report. This will always be March 31st for public authorities subject to the Specific Duties Regulations, and April 5th for all other employers, in any year where an employer has 250 or more employees.

Bonuses

These include anything that relates to profit sharing, productivity, performance, incentive and commission. They must be received in the form of cash, vouchers, securities, securities options, and interests, **Non-consolidated** bonuses are included. Long service awards with a monetary value (cash, vouchers or securities) are also included but any other type of non-monetary award under this category, such as extra annual leave, is instead to be treated as a benefit in kind and excluded. Gross amounts should be used.

Full-pay relevant employees

Any employee who is employed on the snapshot date and who is paid their usual full basic pay during the relevant pay period (the snapshot date)

Mean

The average of all the values and dividing the results by how many numbers were in the list.

Median

This involves listing all the numbers in numerical order. If there are an odd number of results the median number is the middle number. If there is an even number of results, the median will be the mean of the 2 middle numbers.

The Calculations

A **positive** result in the mean and median calculations reveals that overall females have a lower pay or bonuses than males. A **negative** result in these calculations reveals that male employees have lower pay or bonuses, and a **zero %** figure (highly unlikely) would reveal no pay gap.

Mean Gender Pay Gap
2.84%

UK Mean Gender Pay Gap
9.4%

Women make up
77.5%
Of the total workforce

BLT Median Gender Pay Gap

-6.68%

UK National Median Gender Pay Gap

18.2%

Pay Distribution	Women	Men
Upper Quartile	82.9%	17.1%
Upper middle Quartile	26.3%	73.7%
Lower Middle Quartile	64.3%	35.7%
Lower Middle Quartile	91.5%	8.5%

Median Bonus Gap = -5.98%

Mean Bonus Gap = 18.5%

65.5% of Women received a bonus

82.5% of Men received a bonus

The Narrative

The calculations have revealed a marginal gender pay gap at the Buckinghamshire learning trust at just -2.84% which falls way below the +18.2% average.

The median gender pay gap was -6.68% which was also below the average.

The gender demographic of our workforce is as such that lower level positions are typically more attractive to females given the part time, term time only nature and as such these roles are currently predominantly occupied by females.

Bonus

This data shows that males are 28.2% more likely to receive a bonus payment of any amount, than the female workforce.

However, during the relevant pay period, the entire non-teaching staff was awarded a 1% non-consolidated payment, whilst the teaching staff was rewarded through Pay progression, meaning a £0 payment of the non-consolidated payment to teaching staff. As the majority of our teaching staff is female, this has presented a large gap which is explained by the method of manipulation applied to the figures.

Actions

- Revisit data in September 18 after organisational changes to further assess the gap following the upcoming changes.

I, Amanda Picillo, confirm the information produced by Buckinghamshire Learning Trust, regarding its' Gender Pay Gap as at 5th April 2017, is accurate to the best of my knowledge.



Signed: