

Gender Pay Gap Report 2021-22 (snapshot date 31.03.22)

In accordance with The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, The Diocese of Bristol Academies Trust is regarded as a 'relevant employer' due to having over 250 employees and is therefore required to publish figures relating to its gender pay gap.

The regulations require the following figures to be published:

1. Percentage of men and women in each pay quartile
2. Mean gender pay gap using hourly pay
3. Median gender pay gap using hourly pay
4. Percentage of men and women receiving bonus pay
5. Mean gender pay gap using bonus pay
6. Median gender pay gap using bonus pay

1. The proportion of men and women in each pay quartile

Quartile	Employees in each quartile	Number of female employees	Number of male employees	% female employees	% male employees
Lower	124	123	1	99.2	0.8
Lower middle	123	117	6	95.1	4.9
Upper middle	123	103	20	83.7	16.3
Upper	123	94	29	76.4	23.6
<i>All employees</i>	<i>493</i>	<i>437</i>	<i>56</i>	<i>88.6</i>	<i>11.4</i>

2. Mean gender pay gap

Male mean hourly rate	21.83
Female mean hourly rate	15.40
Gender pay gap hourly rate	29.5%

3. Median gender pay gap

Male median hourly rate	21.83
Female median hourly rate	11.73
Gender pay gap median hourly rate	46.27%

4. Bonus Payments

No bonus payments were made and therefore no gender pay gap is provided.

5. Supporting Narrative

The Diocese of Bristol Academies Trust (DBAT) workforce is predominantly female. At the snapshot date of 31st March 2022, DBAT employed 437 females (88.6%) and 56 males (11.4%). This follows normal trends within the Education sector.

DBAT is proud to operate as an equal opportunities employer. All of our positions of employment are aligned to benchmarked pay scales, with male and female staff paid on the same grade for the same job role.

To understand our overall gender pay gap figures, we have further analysed the four quartiles, the job roles that they contain, and the gender pay gap (mean) within each:

Quartile	Gender Pay Gap % (Mean)
Lower Quartile	-0.6%
Lower Middle Quartile	3.6%
Upper Middle Quartile	-8.1%
Upper Quartile	5.9%

In the Lower Quartile and Lower Middle Quartile, the workforce is predominantly female, 99.2% and 95.1% respectively. These two quartiles are largely comprised of support staff roles, including Midday Supervisors, pre-school staff and Teaching Assistants. Many of these roles are part-time, with hours worked both during the school day, and within school term time. It is recognised nationally that part-time, term time roles do primarily attract females and our workforce data reflects this. While the predominance of females in the Lower and Lower Middle Quartile impacts on the overall gender pay gap for the organisation, the figures show that the gap within each of the two quartiles is small (with a negative percentage in the lower quartile indicating that the average pay for female employees is slightly higher than the average for male employees, within this part of the workforce).

The Upper Middle Quartile broadly comprises of teaching roles and specialist support staff. Again, the workforce of this quartile is predominantly female, and this quartile reflects the overall Trust male/female breakdown more closely than the other quartiles. The figures show a negative percentage, indicating that the average pay for females is higher than that of males, within this part of the workforce.

The upper quartile remains predominantly female but the percentage split in this quartile has a greater proportion of males than other quartiles. This quartile primarily comprises of leadership roles, senior support staff and teaching posts with additional responsibilities. This is the quartile with the greatest gender pay gap, but it remains low in relation to the overall gender pay gap which compares and considers all roles within the organisation. DBAT's commitment to career development, for all staff, is demonstrated by a high number of females in both school and trust leadership positions.

We strive to offer an environment for all members of staff to thrive and develop and are committed to equality of opportunity for all. The breakdown of data shows that the types of roles within our organisation, particularly in the lower quartile, is a significant factor in our overall gender pay

gap. Analysis of the upper quartile, where our gender pay gap is greatest, shows that female employees are well represented in senior roles, demonstrating our values of equality of opportunity for all. We continue to prioritise the removal of potential gender related barriers for individual progression, through effective CPD and a supportive working environment, in order to further reduce, and remove, the gender pay gap where this exists.