



'Engaging learners to enhance their life opportunities and outcomes'



GENDER PAY GAP REPORT 2022

New legislation issued in 2018 required all employers in the UK with 250 employees or more to report annually on their gap in gender pay, based on statutory calculations.

The Gender Pay Gap reporting provides a snapshot of the gender balance within an organisation. It shows the difference between the mean and median earnings of all male and female employees across BEST, irrespective of their role or seniority, at the data capture date of **31st March 2022**.

It is different to equal pay, which is the difference between men and women who do the same job and role in the workforce. Believe Engage Succeed Trust (BEST) is an equal pay employer.

BEST employs significantly more females than males, which is commonly the situation within the education, teaching and support staff sector.

BEST supports the fair treatment, reward and recognition of all staff, irrespective of gender.

Gender Pay Gap Reporting

The Government provides very clear guidelines on how to calculate the mean and median pay gaps. This provides some consistency across organisations, leading to an opportunity to benchmark against other similar organisations. The following results have been calculated in line with the mandatory requirements:

	2019-20	2020-21	2021-22	2022-23
Mean gender pay gap	23.4 %	24.3 %	15.0 %	19.6%
Median gender pay	16.5 %	26.4 %	18.8 %	13.5%
Mean bonus gender pay gap	No bonus paid	No bonus paid	No bonus paid	No bonus paid
Median bonus gender pay gap	No bonus paid	No bonus paid	No bonus paid	No bonus paid
Proportion of males receiving a bonus	No bonus paid	No bonus paid	No bonus paid	No bonus paid
Proportion of females receiving a bonus	No bonus paid	No bonus paid	No bonus paid	No bonus paid

	2019-20		2020-21		2021-22		2022-23	
	% of females	% of males	% of females	% of males	% of females	% of males	% of females	% of males
Lower Quartile	90.3	9.7	90.3	9.7	96.9	3.1	95.1	4.9
Lower Middle Quartile	93.5	6.5	93.4	6.6	89.1	10.9	93.4	6.6
Upper Middle Quartile	90.3	9.7	91.9	8.1	92.3	7.7	91.8	8.2
Upper Quartile	82.3	17.7	82.0	18.0	87.5	12.5	85.2	14.8

Gender Pay Gap Narrative

Across all employees regardless of their role and seniority, BEST's mean pay gap falls in favour of males at 19.6%, and the median pay gap between men and women is 13.5%. The Mean pay gap has increased by 4.6% whilst the median pay gap has reduced by 5.3% compared with 2021-22 data.

The pay gaps reflect the demographic of the Trust's workforce. The Trust's workforce comprises 91% women, which account for the vast majority of roles across each quartile. The lower salaried jobs such as cleaning, catering and learning support assistant roles show a substantial skew to females (see lower quartile above, where it is most pronounced). These are generally part-time and / or term time only roles which, historically, are predominantly sought and occupied by women. The nature of the provision requires staff to provide a high level of intimate care which often does not attract male candidates. The hours offered within the school day generally appeal more to those who want to be working parents without having to work full time hours for 52 weeks.

BEST has adopted the national teacher and teacher leadership pay scales. Teaching staff are remunerated on the national School Teachers Pay & Conditions document (STPCD), an incremental pay scale which rewards them for their professional performance, wider contribution to the schools and their level of experience. Teachers on the main pay spine are able to increase their pay by undertaking additional responsibilities for teaching and learning and special educational needs. Support staff salaries follow the nationally agreed Local Government Pay Scales.

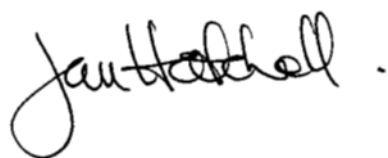
BEST is committed to ensuring that all staff receive equal pay for equal work, regardless of gender or any other characteristic. Staff employed by BEST are treated equally on appointment and throughout their careers with us.

Benchmarking

BEST operates one Alternative Provision (AP) and two Special Schools. In terms of staffing, the two special schools combined have far more staff than the AP. For benchmarking, BEST has chosen five similar sized MATS; two which operate both special schools and alternative provisions (Horizons Specialist Academy Trust and SEAX Trust), and three which operate special schools (The Eden Academy, Unity Education Trust and Whitefield Academy Trust).

Employer	Employer Size	Mean Pay Gap	Median Pay Gap	% Female Lower Quartile	% Female Lower Middle Quartile	% Female Upper Middle Quartile	% Female Upper Quartile
Believe Engage Succeed Trust	250 to 499	19.6	13.5	95.1	93.4	91.8	85.2
The Eden Academy <i>21-22 data</i>	500 to 999	29.0	6.9	94.1	92.6	93.3	85.2
Horizons Trust <i>21-22 data</i>	250 to 499	18.8	22.9	87.7	76.5	72.9	59.3
SEAX Trust <i>21-22 data</i>	250 to 499	-18.4	11.0	77.0	85.0	88.0	80.0
Unity Education Trust <i>21-22 data</i>	500 to 999	16.3	24.2	86.1	73.8	70.8	62.8
Whitefield Academy Trust <i>21-22 data</i>	250 to 499	21.0	43.0	93.0	93.0	88.0	84.0

BEST's mean pay gap is similar to Horizon Specialist Academy Trust, with also includes AP. Both The Eden Academy Trust and Whitefield Academy Trust have relatively similar quartile profiles to BEST, confirming similar staff demographics. The other MATs have relatively higher proportions of men across their quartile profiles.



CEO Believe Engage Succeed Trust