



'Engaging learners to enhance their life opportunities and outcomes'



GENDER PAY GAP REPORT 2019

New legislation issued in 2018 requires all employers in the UK with 250 employees or more must report 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 2019**.

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.

The 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 greater 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:

	2017-2018	2018-2019
Mean gender pay gap	N/A	23.4%
Median gender pay	N/A	16.5%
Mean bonus gender pay gap	N/A	No bonus paid
Median bonus gender pay gap	N/A	No bonus paid
Proportion of males receiving a bonus	N/A	No bonus paid
Proportion of females receiving a bonus	N/A	No bonus paid

	2017-2018		2018-2019	
	% of females	% of males	% of females	% of males
Lower Quartile	N/A	N/A	90.3	9.7
Lower Middle Quartile	N/A	N/A	93.5	6.5
Upper Middle Quartile	N/A	N/A	90.3	9.7
Upper Quartile	N/A	N/A	82.3	17.7

Gender Pay Gap Narrative

Across all employees regardless of their role and seniority, BEST's mean pay gap falls in favour of males at 23.4%, and the median pay gap between men and women is 16.5%.

Both of these pay gaps reflect the demographic of the Trust's workforce. The Trust's workforce comprises 89% women. There is a substantial skew of women in the lower salaried jobs (see

lower three quartiles below), such as cleaning, catering and learning support assistant roles, which are part-time and / or term time only roles. Historically, these roles are predominantly sought and occupied by women.

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 and two Special Schools. In terms of staffing, the two special schools combined have far more staff than the PRU. For benchmarking, BEST has chosen four similar sized MATS; two which operate alternative provisions (Engage MAT and TBAP), and two which operate special schools (The Eden Academy and SEAX 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	23.4	16.5	90.3	93.5	90.3	82.3
The Eden Academy	250 to 499	25.6	18.9	95.0	93.8	92.5	86.3
The Engage MAT	250 to 499	10.1	22.6	71.6	83.3	74.6	72.7
TBAP Trust	250 to 499	11.2	6.6	74.0	59.0	59.0	63.0
SEAX Trust	250 to 499	-7.6	25.9	86.8	84.6	81.1	75.7

BEST's mean and median pay gaps are similar to The Eden Academy. The Eden Academy has a very similar quartile profile to BEST, confirming similar staff demographics. The other MATs have consistently higher proportions of men across their quartile profiles.

CEO Believe Engage Succeed Trust