

Gender Pay Gap Reporting - 2020

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. BDMAT is a public sector body for reporting purposes and has a data capture date of 31 March in each year. This report relates to 31 March 2020. On this date the Trust had 587 relevant employees (260: March 2018) of which 527 (226: March 2018) were classed as full-pay relevant employees for reporting purposes. Due to the covid-19 pandemic the Trust was not required to submit a return for 31 March 2019 therefore 31 March 2018 has been used for comparison.

Gender Pay Gap Reporting involves carrying out six calculations that show the difference between the average earnings of men and women in our MAT. These calculations are the:

- average gender pay gap as a mean average;
- average gender pay gap as a median average;
- average bonus gender pay gap as a mean average;
- average bonus gender pay gap as a median average;
- proportion of males receiving a bonus payment and proportion of females receiving a bonus payment; and
- proportion of males and females when divided into four groups ordered from lowest to highest pay.

As at the 31 March 2020 the MAT's workforce consisted of 58 Males (10%) and 529 Females (90%).

Mean Average Gender Pay Gap

	31 March 2020		31 March 2018	
	Mean Hourly Rate	Number of Employees	Mean Hourly Rate	Number of Employees
Male	£17.86	52	£19.89	30
Female	£15.01	475	£14.27	196

The mean gender pay gap is therefore 16.0% (28.3%: March 2018).

Median Average Gender Pay Gap

	31 March 2020		31 March 2018	
	Median Hourly Rate	Number of Employees	Median Hourly Rate	Number of Employees
Male	£14.40	52	£14.61	30
Female	£12.02	475	£11.53	196

The median gender pay gap is therefore 16.5% (21.1%: March 2018).

Mean and Median Bonus Payments

BDMAT did not pay any bonuses during the reporting period.

Quartile Gender Pay Information

	Male		Female		Total Employees
	Number	% in quartile	Number	% in quartile	
Lower quartile	11	8.4%	120	91.6%	131
Lower middle quartile	11	8.3%	121	91.7%	132
Upper middle quartile	14	10.6%	118	89.4%	132
Upper quartile	16	12.1%	116	87.9%	132

Narrative Comments

Birmingham Diocesan Multi Academy Trust (BDMAT) is committed within its vision and aims to the promotion of equality and opportunity for all children and staff as part of its distinctive ethos. With regards to pay this is enacted through transparent recruitment processes, pay policy, pay scales and professional development.

Due to the current overall gender split within the Trust, it is difficult to place a large reliance on the average pay gap figures, however the quartile breakdown shows a consistent split of genders across the pay ranges identified.

The Trust will continue to ensure that the pay policy is applied consistently across all Academies and the central team.

Statement

I can confirm that the above information has been prepared from our payroll data from the snapshot date of 31st March 2020 and fairly represents the gender pay gap information for the Birmingham Diocesan Multi Academy Trust.

Chris Manning
Director of Finance and Operations

