

## Gender Pay Gap Reporting - 2022

BDMAT is 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 2022. On this date the Trust had 645 relevant employees (622 - March 2021) of which 566 (563 - March 2021) were classed as full-pay relevant employees for reporting purposes.

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
- proportion of males and females when divided into four groups ordered from lowest to highest pay

As at the 31 March 2022 the MAT's workforce consisted of 566 Females (86.54%), 79 Males (12.08%), 1 Non-Binary (0.15%) and 8 Staff who declined to declare their gender (1.22%).

### Mean Average Gender Pay Gap

The mean hourly rate is the average hourly wage across the entire organisation. The mean gender pay gap is a measure of the difference between the mean hourly wage for staff with different gender.

	31 March 2022		31 March 2021	
	Mean Hourly Rate	Number of Employees	Mean Hourly Rate	Number of Employees
Male	£21.97	79	£18.51	69
Female	£19.33	566	£15.51	494
Non-Binary	£16.52	1	Not disclosed	Not disclosed
Not Declared	£19.24	8	Not disclosed	Not disclosed

The mean gender pay gap between males and females is therefore 12.03% (16.2% - March 2021).



## Median Average Gender Pay Gap

The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid and taking the hourly wage of the person in the middle. The median gender pay gap is the difference between the median hourly wages for staff with different gender.

	31 March 2022		31 March 2021	
	Median Hourly Rate	Number of Employees	Median Hourly Rate	Number of Employees
Male	£18.74	79	£16.30	69
Female	£17.59	566	£12.98	494
Non-Binary	£16.52	1	Not disclosed	Not disclosed
Not Declared	£14.04	8	Not disclosed	Not disclosed

The median gender pay gap between males and females is therefore 6.14% (20.4% - March 2021).

## Mean and Median Bonus Payments

BDMAT did not pay any bonuses during the reporting period.

## Quartile Gender Pay Information

The table below highlights the proportions of male and female 'full-pay relevant employees' in four quartile pay bands. This is done by dividing the workforce, so far as is possible, into four equal sections to determine the lower, lower middle, upper middle and upper quartile pay bands. If there was an equal ratio of men and women in each quartile there would be no gender pay gap.

	Male		Female		Total Employees
	Number	% in quartile	Number	% in quartile	
Lower quartile	7	6.54%	100	93.46%	107
Lower middle quartile	13	11.71%	98	88.29%	111
Upper middle quartile	26	16.46%	132	83.54%	158
Upper quartile	33	12.27%	236	87.73%	269

## **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 equality 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 in keeping with the gender split across the workforce.

The Trust is confident that the pay gap is not due to staff within different gender being paid differently for the same or equivalent work. Instead, the pay gap is a result of the prevalence of men in the most senior and better paid roles within the Trust and prevalence of women in junior and lower paid roles, such as cleaners and teaching assistants, within the Trust.

The mean gender pay gap has reduced from 28.3% in March 2018 to 12.03% in March 2022. The Trust will continue to ensure that the pay policy is applied consistently across all schools and the central team.

## **Part Time Workforce**

Part time workers are any staff that either have term time only contracts or work less than full time hours each week. Within BDMAT 396 (69.96%) of women work part time compared to just 9 (11.39%) of men. The majority of the roles which are undertaken on a part time basis, which are predominantly fulfilled by women, are within the bottom three quartiles (65.68%). The higher proportion of women working part time could be seen to reflect employees who have additional outside commitments or responsibilities and who need to work flexibly, which BDMAT's Flexible Working Policy supports.

## **Salary Sacrifice**

Salary Sacrifice is where an employee gives up the right to receive part of their salary due under their contract of employment, in return for the employer's agreement to provide an equivalent non-cash benefit, the value of which is exempt from tax and national insurance contributions (NICs), for example childcare vouchers or cycle to work. During the reporting period 7 employees were signed up to salary sacrifice, of which:

- 2 (28%) were female with an average monthly deduction of £64
- 5 (72%) were male with an average monthly deduction of £78



Men are making higher average monthly deductions and account for higher proportion of staff making deductions. The impact of this is to reduce their gross hourly pay, which would contribute to the narrowing of the gender pay gap.

### **Reducing the Gender Pay Gap**

BDMAT is committed to the promotion of equality and opportunity for all as part of its distinctive ethos and has 3 core values of:

- life in its fullness for all,
- success for all,
- positive wellbeing for all.

Ensuring pay equality is a key component of these values. The actions BDMAT is taking towards the achievement of these values and pay equality are:

- A commitment that all staff are paid the Living Wage. The Living Wage is an hourly rate calculated according to the basic cost of living using the “Minimum Income Standard” for the UK and is updated annually,
- Offering a variety of flexible working arrangements for all employees which can help meet family commitments,
- Using skill and value-based recruitment practices, including assessment tasks and structured interviews for recruitment and internal promotion,
- Developing employees’ leadership, management and technical skills through improving access to training opportunities, including accessing the Apprenticeship Levy, where possible,
- Providing Career Journey Planning meetings to support staff with their career aspirations.
- Continue reviewing the findings of this report to develop our understanding of the reasons for the gender pay gap and identify actions that can be taken to address this.

### **Statement**

I confirm that the above information has been prepared from our payroll data from the snapshot date of 31st March 2022 and fairly represents the gender pay gap information for the Birmingham Diocesan Multi Academy Trust.

Simon Bentley  
Deputy Chief Executive Officer



## Glossary of Terms

### Flexible working arrangements

**Full-pay relevant employees** are staff who are employed by BDMAT on the snapshot date of 31<sup>st</sup> March who are paid their usual full basic pay (or pay for piecework) during the relevant pay period or are paid less than their usual basic pay or piecework rate, or none at all, during the relevant pay period, if it is for reasons other than leave (for example because of irregular working hours).

**Living wage** is an hourly rate calculated according to the basic cost of living using the “Minimum Income Standard” for the UK and is updated annually,

**Mean hourly rate** is the average hourly wage across the entire organisation.

**Median hourly rate** is calculated by ranking all employees from the highest paid to the lowest paid and taking the hourly wage of the person in the middle.

**Relevant Employees** are all staff employed by BDMAT on the snapshot date of 31<sup>st</sup> March who have a contract of employment (including those employees working part-time, job-sharing and employees on leave) or are self-employed (where they must personally perform the work).

**Relevant Pay Period** is the pay period (month) in which the snapshot date of 31<sup>st</sup> March falls.

**Values based recruitment** prioritises specific values, beliefs and aspirations when attracting, assessing and appointing candidates for roles to ensure staff recruited share similar values to the organisation.

