# Gender Pay Gap Report 2023

[Produced by Dataplan Payroll Limited]



Pride Passion Partnership Professionalism Positivity





# **Gender Pay Gap Report 2022 - 2023**

# Pay Data





# Difference in Hourly

MEAN	MEDIAN
Women's mean hourly rate is 19.1% lower than men's	Women's median hourly rate is 23.7% lower than men's

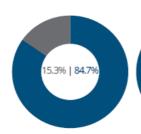
every £1 men earn

When comparing mean hourly rates, women earn 80.9p for When comparing mean hourly rates, women earn 73.3p for every £1 men earn

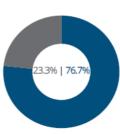


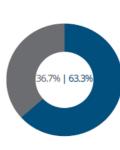












The image below shows the gender distribution at The Bridge Multi Academy Trust when colleagues are placed into four equally sized quartiles based on

Quartile 1 (lower)

Quartile 2

Quartile 3

Quartile 4 upper)



## A message from the Chief Executive Officer of the Bridge Multi Academy Trust

#### Introduction - Who we are

The Bridge Trust is a unique Multi Academy Trust which consists of four special schools, one primary school, a Training & Development Service and an Outreach Service. We are an ambitious family of schools that embraces the individuality of everyone – children and adults.

We have always been committed to supporting staff and pupils in other schools and sharing the knowledge we have. The Bridge Trust is unique, but not only in the collection of provision we have. We also have a set of fundamental principles which drive and inform us.

We are driven by our values – the five Ps – pride, passion, professionalism, positivity and partnership. All decisions and developments are anchored on these values. When recruiting we look for staff who will buy into and uphold these values.

## **Gender Pay Gap Reporting - An Overview**

The gender pay gap (GPG) shows the difference in the average earnings between all men and women within our Trust. We acknowledge that this report represents the legal sex of a person and may not be the gender they identify with. The mean (average) GPG is the difference between the mean hourly rate of pay of female 'full-pay relevant employees' and that of male 'full-pay relevant employees'. The median (mid-point) GPG is the difference between the median hourly rate of pay of female 'full-pay relevant employees' and that of male 'full-pay relevant employees'

Regulations introduced in 2017 require public, private and voluntary sector organisations, with 250 or more employees, to report annually on their gender pay gap using a specified 'snapshot date' relevant to their sector. Taking a 'snapshot' of this data on a set date, as required by regulation, creates a level playing field for all reporting organisations, but a snapshot may also mask the fluidity of gender pay gaps. Gender pay gaps can fluctuate from month to month and across pay quartiles depending on changes to headcount. It is important to monitor the gender pay gap across the year, and not just on the snapshot date. Doing so gives an organisation a better understanding of what drives its gender pay gap figure at any given time, and in turn, how it can be reduced.

#### Last Year's commitments

No report was done last year because the number of employees within Trust were not up to 250 or more.

### This Year's commitments

This is the Trust's first ever Gender Pay Gap report. We are passionate and committed in ensuring that we build a diverse and inclusive organisation where every staff can work to their best potential. We are committed to:

- Review and amend our policies subject to collective bargaining with our recognised Trade Unions Such policies focused wellbeing, inclusion and work-life balance includes:
  - The Teacher and Support Staff Pay policy
  - The Flexible Working policy
  - The Diversity and Equality Policy
  - Menopause At Work policy
- Continue to positively recruit to all positions, ensuring that our recruitment processes, continuous development and pay processes are fair and transparent.



- Maintain the good work established in publishing transparent pay ranges and no gender bias in adverts, unless the job role has an occupational requirement as recognised under the Equality Act 2010.
- Review practical ways to encourage and enable flexible and agile working in every role, at every level, to ensure that all staff have the opportunity to work in a way that is best for them.
- Continue to prioritise the development of line managers and department leads to ensure they have a clear indication of how individuals can progress within their relevant pay scale and range.
- Continue recruitment training for all line managers to ensure that best practice is being applied across the
  organisation when selecting staff. This includes unconscious bias training and supporting managers'
  knowledge of Trust policies, ensuring that that offers negotiated with new employees adhere to controls that
  are in place.

Dr. Penny Barratt, OBE Chief Executive Officer The Bridge Trust

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