

Gender Pay Gap Report

2024



Pride
Passion
Partnership
Professionalism
Positivity



Who we are

The Bridge Trust is a unique Multi Academy Trust and has its central office based in Islington. It consists of five special schools, one primary school, a Training & Development Service, and an Outreach Service. Four of these schools are located within the London Borough of Islington and the other two are based in Norfolk. 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. The Trust employs over three hundred staff across its central team and seven schools and when recruiting new staff, we look for staff who will buy into and uphold our values.

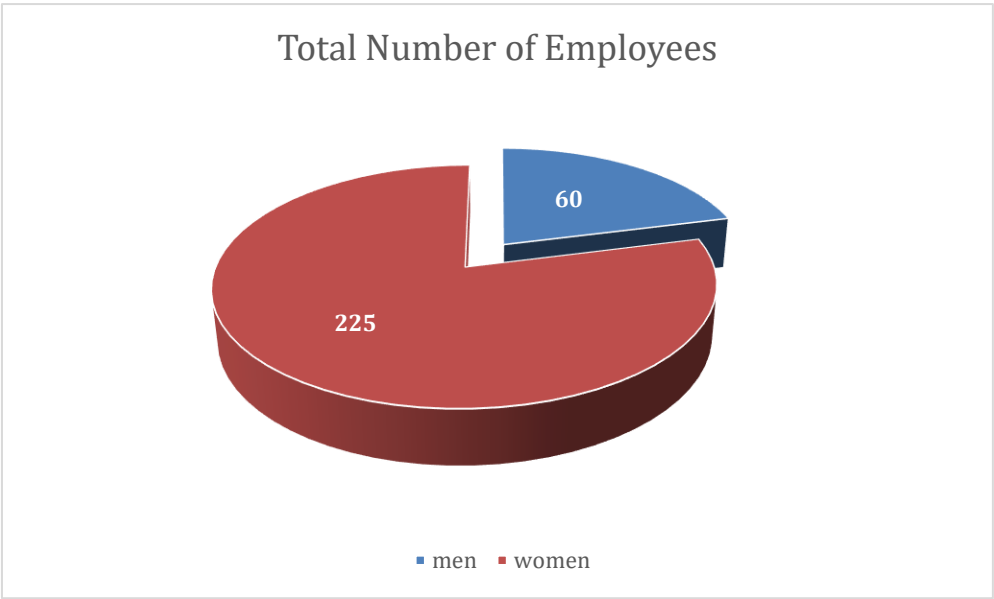
Pride **Partnership** **Positivity**
Passion **Professionalism**

Gender Pay Gap Report 2023 – 2024

As an employer with 250 or more employees, The Bridge Trust is required to publish an annual Gender Pay Gap Report. The gender pay gap is the difference between the average earnings of men and women, expressed relative to men’s earnings. The Trust has reported such data since March 2023.

This is the report for the snapshot date as of 31 March 2024. The report considers the difference in the mean and median pay of men and women within the Trust.

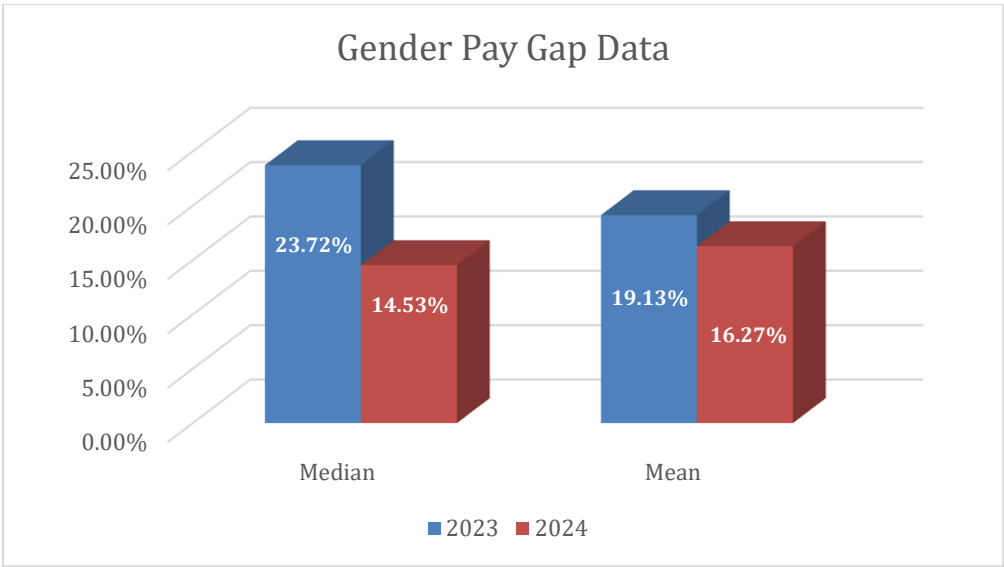
The total breakdown of gender in the organisation at the point of the snapshot data was 60 men and 225 women.



Mean and Median Pay Gaps

The Trust’s median pay gap is 14.53% compared to last year which was 23.72%. This is a reduction of 9.19%. This means that women are paid, on average, 14.53% less than men; for every £1 a man earns, a woman earns 0.85p

The mean pay gap is 16.27% compared to last year which was 19.13%. Therefore, for every £1 a man earns, a woman earns 0.84p

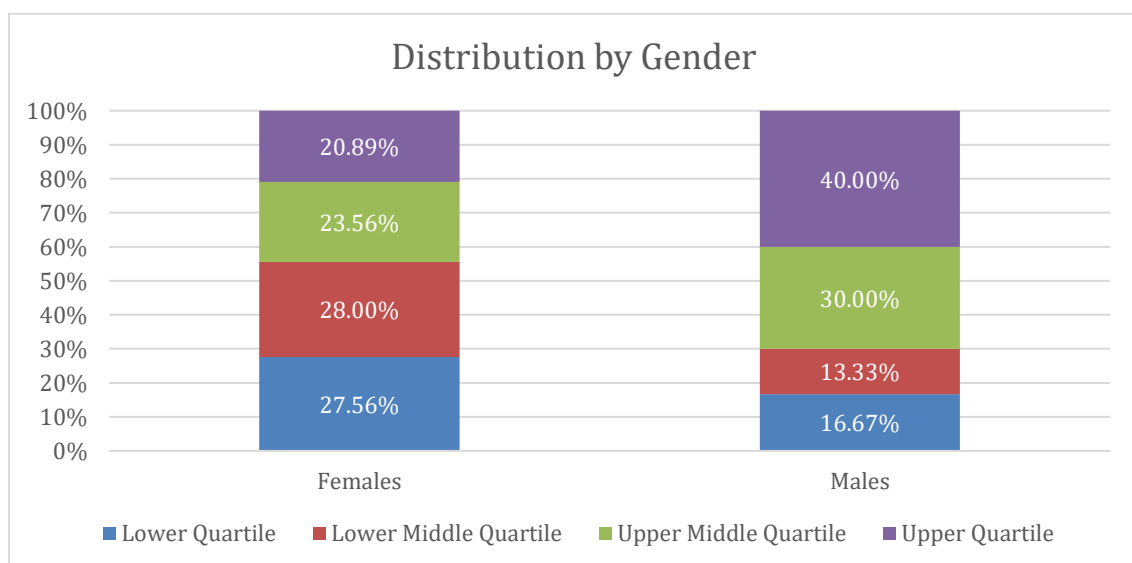
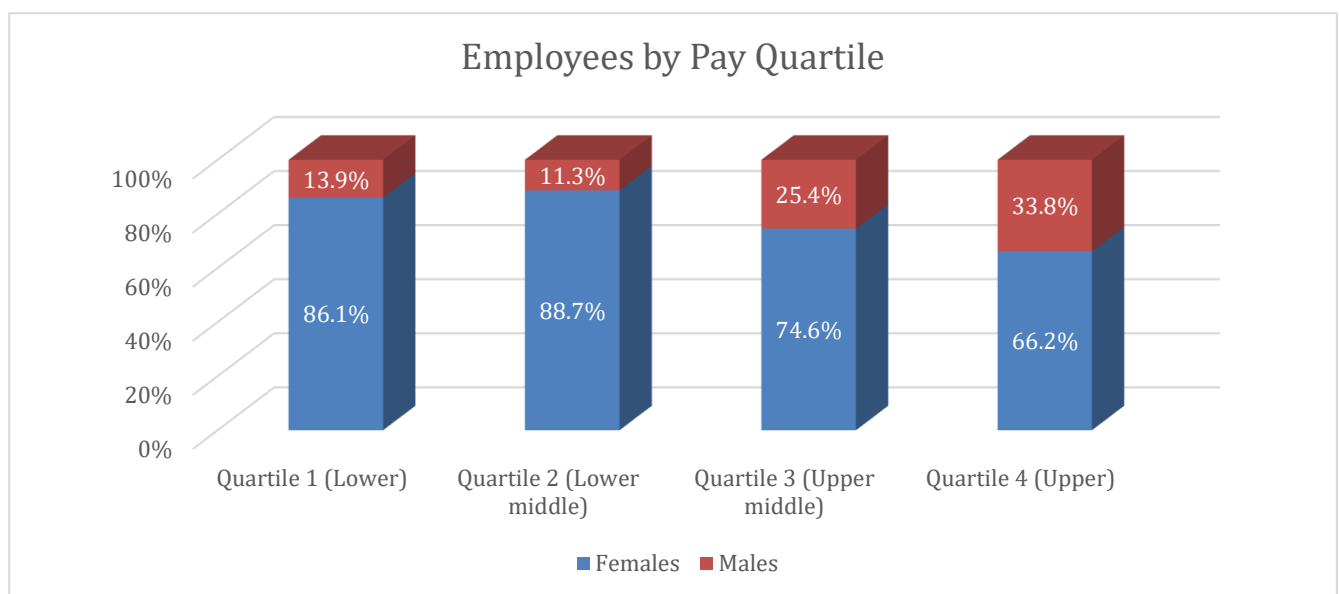


We do not report on bonuses as these are not payable to our employees.

Employees by Pay Quartile

The quartiles are used to analyse the distribution of men and women across the different pay levels within the Trust in four equal parts containing 25% of the data. The distribution of employees' gender across the four quartiles of pay ranges can be viewed on the table and graph below.

Quartile	Females	Males
Upper: 75-100% of full-pay relevant employees	66.2%	33.8%
Upper middle: 50-75% of full-pay relevant employees	74.6%	25.4%
Lower middle: 25-50% of full-pay relevant employees	88.7%	11.3%
Lower: 0-25% of full-pay relevant employees	86.1%	13.9%



Analysis

The Trust is committed to equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. Its workforce is made up of leadership and management, teaching and support staff positions. Salaries are paid in accordance with the nationally agreed terms and conditions of service for both teaching and support staff.

According to the Office for National Statistics (ONS) which use data from the Annual Survey of Hours and Earnings submissions, the mean gender pay gap for all employees was 13.1% nationally in 2024. This figure represents the difference in median hourly earnings between men and women across all roles and industries. At 16.27% the Trust's figure is slightly higher than the national average.

As indicated above, the current figures for the mean and median Gender Pay Gap show a reduction to last year's values which marks a positive change, indicating a reduction in past pay disparity. Some factors which may have contributed to this is that, since last year, we have recruited more men in historically female-centric roles which typically fall at the lower end of the payscale. This shows that gender equality is adequately represented in such roles and shows positive role-modelling to our pupils.

Data on distribution of gender across the four quartiles was analysed and presented in the chart above using percentages. This chart is showing how all the females' pay is distributed across the four quartiles in the first column and how all the males' pay is distributed in the second. We know that the first female column represents 225 people and second male column 60 in percentages.

The chart shows that females are split across the four quartiles with more weighting towards the lower end whilst the males are more weighted towards the top end of the quartile. In other words, 70% of our male workforce are paid in the top two quartiles whilst only 44.45% of our female workforce are paid in the top two quartiles. However, overall, women are more represented in the lower and middle pay quartiles, while men are more represented in the upper quartile.

This Year's Commitment

The Trust is committed to providing every employee with a fair rate of pay for the work they do. To address the Gender Pay Gap opportunities for continued professional development to support employees' progression into more senior leadership roles will continue to be offered; more active workforce planning will underline this commitment. Likewise, the Trust's commitment to addressing the Gender Pay Gap is reflected in the generous flexible working and family friendly policies.

The Trust introduced a Working from Home policy, while other policies are being reviewed. The above insights will help the Trust identify where to focus our efforts to promote gender equality and one of which is to implement targeted programmes for women, review promotion and hiring practices into the upper quartile to ensure equal pay for equal work.

A handwritten signature in dark ink, appearing to read "Penny Barratt".

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