

The Bay Learning Trust

Gender Pay Gap Report

Snapshot date - 31 March 2024



THE BAY
LEARNING TRUST

Introduction

As a Multi Academy Trust with over 250 employees The Bay Learning Trust is required to publish our Gender Pay Gap in line with the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

On the snapshot date of 31 March 2024, The Bay Learning Trust had 816 full-pay relevant employees. For the purposes of the calculations, where employees held two or more posts, each post has been treated separately.

Employee Headcount - breakdown by gender for full-pay relevant employees

Snapshot date	31 March 2024		31 March 2023		31 March 2022	
	Headcount	%	Headcount	%	Headcount	%
Female	576	70.59	416	68.3	371	65.7
Male	240	29.41	193	31.7	194	34.3

The Mean and Median Gender Pay Gap

The average difference in the hourly rate of pay across men and women in the Trust.

Snapshot date	31 March 2024	31 March 2023	31 March 2022
Mean	16.27%	14.0%	9.94%
Median	17.83%	13.8%	16.8%

Bonus Pay

The Bay Learning trust did not operate a bonus pay system on the snapshot date, or within the 12 months previous to the snapshot date.

Pay Quarters

All relevant employees were listed separately by gender and were ranked according to their hourly rate of pay from lowest to highest. This was then split into 4 equal quartiles to show the proportion of male and female staff within the pay quarters:

31 March 2024				
Quarter	Female		Male	
	Headcount	Percentage	Headcount	Percentage
Upper	129	63.2%	75	36.8%
Upper Middle	132	64.4%	73	35.6%
Lower Middle	153	75.4%	50	24.6%
Lower	162	79.4%	42	20.6%

31 March 2023				
Quartile	Female		Male	
	Headcount	Percentage	Headcount	Percentage
Upper	94	51.8%	58	38.2%
Upper Middle	91	29.9%	61	40.1%
Lower Middle	115	75.7%	37	24.3%
Lower	115	75.8%	37	24.2%

31 March 2022				
Quartile	Female		Male	
	Headcount	Percentage	Headcount	Percentage
Upper	71	59.2%	49	40.8%
Upper Middle	98	63.6%	56	36.4%
Lower Middle	100	67.1%	49	32.9%
Lower	102	71.8%	40	28.2%

As an employer within the secondary school education setting, we employ people under two different sets of terms and conditions – Teaching Staff and Support Staff.

Breakdown of employees by terms & conditions, with or without management responsibilities and by gender:

31 March 2024				
	Without management responsibility		With management responsibility	
Gender	Headcount	Mean hourly rate	Headcount	Mean hourly rate
Female – Support Staff	377	14.95	8	19.06
Male – Support Staff	116	15.84	12	23.76
Female – Teaching Staff	127	35.60	64	49.63
Male – Support Staff	77	36.31	35	51.20

31 March 2023				
	Without management responsibility		With management responsibility	
Gender	Headcount	Mean hourly rate	Headcount	Mean hourly rate
Female – Support Staff	248	14.08	6	21.14
Male – Support Staff	89	15.28	11	23.45
Female – Teaching Staff	85	31.36	77	42.85
Male – Support Staff	48	31.96	45	44.84

31 March 2022				
	Without management responsibility		With management responsibility	
Gender	Headcount	Mean hourly rate	Headcount	Mean hourly rate
Female – Support Staff	207	12.65	5	20.78
Male – Support Staff	93	14.04	10	21.44
Female – Teaching Staff	91	30.75	68	40.47
Male – Support Staff	44	30.91	47	40.94

What does the data tell us?

- There is a higher proportion of female employees employed across the Trust as a whole
- There is a higher proportion of female employees who are employed as support staff in lower paid roles, for example, cleaners, welfare assistants, catering assistants, administration assistants
- There is a higher proportion of female employees in all four quartiles

The Bay Learning Trust will continue to monitor and review the reasons for the Gender Pay Gap and establish ways in which this can be reduced.