

The Bishop Konstant Catholic Academy Trust

Commentary relating to the Gender Pay Gap

Snapshot Date 31st March 2021

The Bishop Konstant Catholic Academy Trust was responsible for running two Secondary Schools and ten Primary Schools within the Catholic Diocese of Leeds just prior to the snapshot date of 31st March 2021. On the 1st March 2021 a further Secondary School and two more Primary Schools within the Catholic Diocese of Leeds joined the Trust.

The Trust is committed to working to reduce the Gender Pay Gap by looking at flexible working practices to help to recruit and retain employees, such as continuing to promote job sharing and part-time working wherever possible.

The staff from the three newly converted schools were transferred to the Trust on the 1st March 2021, bringing with them their existing employment terms and conditions in line with TUPE regulations.

The staff profile for the three newly converted schools has had a negative impact on the Overall Gender Pay Gap for the Trust when looking at the staffing for both the Teachers and Support Staff together.

Previously since Gender Pay Gap Reporting began the Trust had been able to close the Mean Gender Pay Gap by 7.8% between the 31st March 2017 (35.1%) and 31st March 2020 (27.3%), the Mean Gender Pay Gap at the 31st March 2021 is 33.7%.

Our organisation has significant female representation at the highest level and at all levels within the Trust and we will endeavour to ensure this position is strengthened by continuing to offer meaningful work at all levels, including well-paid senior roles.

As at the end of 31st March 2021, 60.0% of the fifty most senior roles within the Trust were occupied by women.

The percentage of females in the Upper Pay Quartile has decreased by 1.1% to 72.7% at the snapshot date of 31st March 2021.

The Trust will continue to invest in recruitment and retention by considering whether posts being advertised can be considered for flexible working arrangements, job sharing, encouraging the take-up of shared parental leave, maintaining regular contact with staff on parental leave / career breaks and offering support to enable staff to return after a caring break.

We will continue to ensure that job adverts contain gender neutral language and candidates will continue to be evaluated by objective, structured scoring systems and skill-based tests.

The Trust will encourage all staff to take up formal and on the job training opportunities, ensure that there is fair access to developmental opportunities and encourage staff at all levels to participate in mentoring schemes.

At the Gender Pay Gap snapshot date of 31st March 2021 the Trust had 834 roles within the organisation compared to 730 roles as of 31st March 2020. Females occupied 722 of these roles (86.6% of the total roles within the Trust) and Males occupied 112 roles (13.4% of the total number of roles).

Within the Trust, females occupy a full spectrum of roles from Head teachers, teachers, central team specialists, teaching assistants, nursery nurses, site managers, caterers, lunch-time supervisors and cleaners etc. This gives an average for gender pay gap purposes based on the full spectrum of roles from the most senior Head Teachers through to lunchtime supervisors and cleaners.

At the snapshot date of 31st March 2021, nine of our fourteen Head Teacher roles were occupied by females (64.3%) and two of our three Secondary Schools had a female Head Teacher. The Trust Chief Executive Officer is female.

Males within the organisation tend to occupy Head teacher, teacher, IT and site manager roles and there are fewer males in lower paid roles such as teaching assistants, administrators and cleaners. This gives an average for gender pay gap purposes based on a much narrower spectrum of roles than for the females within the organisation.

Unlike most companies, within all Multi Academy Trusts, there are two different bodies of staff, Teaching Staff and Support Staff, that are each governed by a different set of employment terms and conditions and different Government led pay scales. As mentioned earlier the staff in the newly incorporated schools have had to be brought into the Trust on the same rates of pay that they were on prior to conversion so this has influenced the BKCAT Gender Pay Gap and there is no immediate solution to this.

The Government asks for figures for our organisation as a whole by asking us to add together staffing and pay information for both the Teaching Staff & Support Staff to calculate the mean, median and quartile information for Gender Pay Gap purposes.

To truly understand the Gender Pay Gap for our organisation the statistics required by the Government have been calculated internally within the Trust for each of the bodies of Teaching Staff and Support Staff individually as follows:

At the snapshot date of 31st March 2021, the Trust had 282 teaching roles, 75 of which were occupied by Males (26.6%) and 207 were occupied by Females (73.4%).

- The Mean Gender Pay Gap for Teachers (as at the snapshot date of 31st March 2021) was 6.6% compared to 33.7% when the calculation is performed for both Teaching Staff and Support Staff together.
- The Median Gender Pay Gap for Teachers (as at the same date) is 3.5% compared to 58.5% when the calculation is performed for all staff together.
- The percentage of Female Teachers in the Upper Quartile when looking at Teachers in isolation is 64.8% compared to 35.2% Male Teachers in the Upper Quartile.

- The percentage of Female Teachers in the Upper Middle Quartile looking at Teachers in isolation is 74.6%, compared to 25.4% Male Teachers in the Upper Middle Quartile.

At the snapshot date of 31st March 2021, the Trust had 552 support staff roles, 515 of which were occupied by Females (93.3%) and 37 roles were occupied Males (6.7%).

- The Mean Gender Pay Gap for Support Staff (as at the snapshot date of 31st March 2021) was 3.7% compared to 33.7% when the calculation is performed for both Teaching Staff and Support Staff together.
- The Median Gender Pay Gap for Support Staff (as at the same date) is 0.0% (the median is the same for both genders) compared to 58.5% when the calculation is performed for all staff together.
- The percentage of Female Support Staff in the Upper Quartile when looking at Support Staff in isolation is 91.3% compared to 8.7% Male Support Staff in the Upper Quartile.
- The percentage of Female Support Staff in the Upper Middle Quartile looking at Support Staff in isolation is 90.6%, compared to 9.4% Male Support Staff in the Upper Middle Quartile.

As you can see calculating the Gender Pay Gap by comparing the staff with the same types of terms and conditions and pay scales shows a dramatically lower Mean and Median Gender Pay Gap than combining both groups of staff together.

As an employer, the Trust is committed to workplace equality and wishes to strengthen relationships with employees and improve employee retention.

The Trustees and the Trust Central Team work together with Academy Councils' and staff within schools, consulting with other organisations as necessary, to ensure that as an employer recruitment and retention, career progression, talent management and flexible working are a Trust priority.