



The Bishop Konstant Catholic Academy Trust

Learning Communities, Inspired by Faith

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Commentary relating to Gender Pay Gap

Snapshot Date 31st March 2018

The Bishop Konstant Catholic Academy Trust is responsible for running two Secondary Schools and ten Primary Schools within the Catholic Diocese of Leeds.

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, part-time working and staggered hours wherever possible.

As a result the Trust has been able to close the Mean Gender Pay Gap by 4.5% between the 31st March 2017 (35.1%) and 31st March 2018 (30.6%). The Trust Median Gender Pay Gap has also been reduced by 3.5% between 31st March 2017 (58.4%) and 31st March 2018 (54.9%).

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.

Currently as at the end of March 2019, 78.6% of the fourteen most senior roles within the Trust are occupied by women.

The percentage of females in the Upper Pay Quartile has increased by 0.9% to 71.9% at the snapshot date of 31st March 2018 compared to 31st March 2017. Similarly the percentage of females in the Upper Middle Pay Quartile has increased by 4.9% to 88.3% at the snapshot date of 31st March 2018. In addition the percentage of females in the Lower Middle Pay Quartile and Lower Pay Quartiles has fallen by 1.4% in each quartile.

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 2018 the Trust had 785 roles within the organisation. Females occupied 675 of these roles (86% of the total roles within the Trust compared with 85.3% as at 31st March 2017) and males occupied 110 roles (14% of the total number of roles compared with 14.7% as at 31st March 2017).

Within the Trust the 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 2018, seven of our eleven Head Teacher roles were occupied by females (63.6%) and both of our Secondary Schools have a female Head Teacher. The Trust Central Team providing professional services and administration to the Trust employed six females (85.7%) and one male (14.3%) at the snapshot date.

Males within the organisation tend to occupy Head teacher, teacher, IT and site manager roles and there are few 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.

At the snapshot date the Trust had 253 teaching roles (excluding Head Teachers roles), 60 of which were occupied by males (23.7% of teaching roles) and 193 were occupied by females (76.3% of teaching roles).

The Trust will endeavour to produce comparative Gender Pay Gap information as at the 31st March 2019 during the summer term 2019.

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 will 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. We will also benchmark our gender pay gap results with similar organisations within the education sector, where clear comparisons can be made and improvement areas identified and actioned.