



Gender Pay Gap Statement

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, and as an employer with over 250 employees, Bohunt Education Trust is required to measure and report on the gender pay gap in the organisation. The Trust is a public sector body and has a data capture date of 31 March in each year.

The mean gender pay gap across the Trust is 27% and the median is 29%. Working within the public sector and specifically education, it is common for a high proportion of the workforce to be female. The Trust has a workforce which is 32% male and 68% female. Many more women work in non-teaching roles (for example, administration, catering, cleaning, IT) than men (75% women to 25% men), and non-teaching roles are traditionally less well paid than teaching roles. In analysing this in more detail the gender pay gap for non-teaching staff and teachers drops to 20% and 13% respectively.

In recognition of the work of the Trust executive team during a period of significant growth of the Trust, including: a successful Ofsted Inspection of Priory School, the successful opening in new buildings of the Wokingham School, the opening of a Sixth Form at Bohunt Liphook, The Petersfield School joining the Trust, and developments in China, the three senior Trust executives (1.43% of men across the Trust) received a bonus. The mean and median bonus pay gap are therefore both 100%.

Pay in each quartile for all staff is as follows:

	Lower quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Men	16.46%	31.61%	36.08%	43.21%
Women	83.54%	68.39%	63.92%	56.79%

Pay in each quartile is not equal but is more even when split out for teaching and non-teaching staff.

Actions to address the gap

We recognise that there is more to be done to address the gap and since the date of this data capture there have been additional female staff appointed into senior non-teaching leadership roles (including Chief Operating Officer). More than half of all Assistant Heads across the Trust are female but there are currently no women at Head level which will have an effect on gender pay gap as at 31 March 2017. The Trust will therefore consider the effect of gender on career progression and look at advertising future senior leadership posts with a particular emphasis on welcoming female applicants within the Teaching structure.

Our current pay-scales follow nationally agreed Statutory Teachers' Pay and Conditions Document (STPCD), and appropriate Local Government scales for non-teaching staff. While many of our staff have come into the Trust under TUPE, and therefore the Trust has no control over staffing complement and pay when Academies join the Trust, we are also looking at pay and reward structures for both teaching and non-teaching staff and will ensure that any gender or other potentially distorting factors are taken into account in this review.

The Trust will continue to monitor these data on an ongoing basis as growth and change within the Trust will affect figures by the next reporting date. This initial report and data provide a baseline for the Trust to use to identify any trends and whether or not the actions identified above are having an impact.

Neil Strowger
Chief Executive Officer