Introduction

This report shows the difference in the average pay between men and women across the BRIDGE ACADEMY TRUST's workforce, which comprised of **524** relevant employees at the snapshot date. It is different to equal pay, which is the difference between men and women who do the same job and role in the workforce. BRIDGE ACADEMY TRUST is an equal pay employer.

Data

The snapshot date for BRIDGE ACADEMY TRUST was **31st March 2021**. The data required under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 is as follows:

Average gender pay gap as a mean average between genders		27.1%: Women are **27.1% lower** than men
Average gender pay gap as a median average between genders		50.3%: Women are **50.3% lower** than men
Average bonus gender pay gap as a mean average		N/A
Average bonus gender pay gap as a median average		N/A
Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment		No bonus payments made
Proportion of male and females when divided into four groups ordered from highest to lowest pay		
Top Quartile	**Female 64.9%**	**Male 35.1%**
Upper Middle Quartile	**Female 77.9%**	**Male 22.1%**
Lower Middle Quartile	**Female 87.8%**	**Male 12.2%**
Lower Quartile	**Female 90.8%**	**Male 9.2%**

Gender Pay Gap Narrative

The BRIDGE ACADEMY TRUST's **mean** pay gap falls in favour of men at **27.1%,** explained in part by the fact that only **17** of the **103** males were employed in primary schools and **73%** of the male workforce held positions in the top two quartiles at the time of the snapshot date.

Whilst it is apparent that the **median** pay gap between men and women appears large at **50.3%,** this is contextualised by the demographic of the employees in that **80%** of the Trust's workforce is female and there is a substantial skew in the lower salaried jobs, such as Learning Support Assistants, Admin / Clerical and Catering roles which are historically and predominantly occupied by females.

BRIDGE ACADEMY TRUST is committed to ensuring that all staff receive equal pay for equal work, regardless of gender or any other characteristic. Teaching staff are remunerated on the national **School Teachers Pay & Conditions** document (STPCD), an incremental pay scale which rewards them for their professional performance, wider contribution to the school and their level of experience. At BRIDGE ACADEMY TRUST, support staff pay follows **Local Government Pay Scales** and is regularly reviewed by Trustees and benchmarked on a national and local basis to ensure that pay correctly reflects the complexity of the work undertaken. Male and female staff at BRIDGE ACADEMY TRUST are treated equally on appointment ad throughout their careers with us.