Introduction

This report shows the difference in the average pay between men and women across the BRIDGE ACADEMY TRUST's workforce, which comprised of **1178** 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 2024**. 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		Women are 32.4% **lower** than men
Average gender pay gap as a median average between genders		Women are 60.3% **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		
Upper Quartile	**Female 67.8%**	**Male 32.2%**
Upper Middle Quartile	**Female 81.4%**	**Male 18.6%**
Lower Middle Quartile	**Female 91.5%**	**Male 8.5%**
Lower Quartile	**Female 89.1%**	**Male 10.9%**

Gender Pay Gap Narrative

The BRIDGE ACADEMY TRUST's **mean** pay gap falls in favour of men at 32.4%, explained in part by the fact that only 172 of the 207 males were employed in secondary schools, and in more senior positions across the Trust, with 72% of males in the Upper and Upper Middle Quartiles.

It is apparent that the **median** pay gap between men and women appears large at 60.3%. This is contextualised by the demographic of the employees in that 82% 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, Cleaning, Midday Assistant 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 and throughout their careers with us.