

## COMPASS EDUCATION TRUST LTD GENDER PAY GAP REPORT

This report relates to the employee data as at 31 March 2019, due for submission to the Gender Pay Gap Service by 30 March 2020, and covers employees at The Billericay School and The Bromfords School and Sixth Form College.

There were 399 people employed by the Trust of whom 113 were male (28.32%) and 286 female (71.68%)

Employers are required to publish and report to government each year on the following:

- Mean gender pay gap in hourly pay:
  - The rates for mean hourly pay were: Male £23.90, Female £19.91. Females earned 83.31% of male pay on average, making the pay gap 16.69%
- Median gender pay gap in hourly pay:
  - Median pay for males was £20.22 per hour. For females, £15.53 per hour (76.81% of the male pay).
- Mean bonus gender pay gap.
- Median bonus gender pay gap.
- Proportion of males and females receiving a bonus payment.

*The Trust does not pay bonuses.*

- Proportion of males and females employed in each pay quartile:

○ Upper quartile	Male 40%	Female 60%
○ Upper middle quartile	Male 23%	Female 77%
○ Lower middle quartile	Male 21%	Female 79%
○ Lower quartile	Male 29%	Female 71%

### **Conclusions**

The Trustees have concluded that the requirements relating to publication of the gender pay gap across all employees produce limited benefit, given the particular circumstances within the education sector. Females exceed males by a large margin and it is the case that a very high majority of employees in lower paid roles within education are performed by females, as females are far more likely to seek work in term-time only positions. For this reason, the pay gap is somewhat distorted and it may be more meaningful to measure the pay gap within defined roles as follows:

- There were 185 teachers in the Trust's employment: 61 male and 124 female.
- Female teachers earned on average 87.23% of males.
- If the pay of the male CEO is excluded from the data, the male and female ratio for teaching staff is 100 : 96.61%

- Within Support Staff categories, including management, administration, technical, clerical, learning support staff and pastoral care, females earned 110.38% of males.