



Bradford Academy



Gender pay gap report 2018

(Published 2019)

Snapshot date: 31st March 2018

Difference in mean and median hourly rate of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference male to female	↓ +15% (22%)*	↓ +27% (39%)* *2017 figures

Difference in mean and median bonus pay

	Difference in the mean bonus pay	Difference in the median bonus pay
Pay gap. % difference male to female	N/A	N/A

Proportion of male and female employees who were paid bonus pay

	Proportion receiving a bonus
Male employees (% paid a bonus compared to all male employees)	N/A
Female employees (% paid a bonus compared to all female employees)	N/A

Proportion of male and female employees according to quartile pay bands

	Quartile 1. Lower	Quartile 2. Lower middle	Quartile 3. Upper middle	Quartile 4. Upper
Male (% males to all employees in each quartile)	37% (13%)*	31% (37%)*	28% (30%)*	15% (49%)*
Female (% females to all employees in each quartile)	63% (87%)*	69% (63%)*	72% (70%)*	85% (51%)*

*2017 figures

Supporting statement

I confirm that the information published here is accurate.

Signature:

Tehmina Hashmi

Date: 12/03/19

Status/position:

Executive Principal

Optional supporting narrative

Introduction

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out six calculations that illustrate the difference between the average earnings of men and women in our organisation. As the Academy does not pay any bonus to staff we need only do three calculations. We are required to publish the information on both our website and the Government website. We used a snapshot date of 31 March 2018. We are an all through Academy covering the 2-19 age range and the figures reflect all staff.

Underlying Factors

The Academy employs more males in comparison to the national picture in Education, when it comes to the proportion of males to female staff employed (Bradford Academy: 70% female : 30% male, Nationally 80% female : 20% male) but the majority of staff are female. There is a national trend that the percentage of female teachers is increasing. The inclusion of primary with secondary (due to limitations of reporting on the Government website which means the Academy has to report as a whole) skews the figures as nationally primary phase is female dominated.

There remains a high representation of females in the lowest pay quartile due to the fact that our Catering, Housekeeping and Teaching Assistants are predominately female and tend to fall within this quartile. This year there has been a shift to reflect an increased proportion of males in this quartile, due in part to the decision to amalgamate the Facilities Management into the ICT Director's role when the Facilities Manager left. This will have brought down average salaries in this department which is all male. It is also worthy of note that pay rates have narrowed as the pay increases in this quartile have been higher than in the other percentage quartiles.

There has been a major shift in the highest pay quartile with a 34% reduction of males in the highest quartile and a 34% increase in females. This higher quartiles are female dominated. 54% of the Senior Leadership Team is female, up from 38% last year and the Academy remains female led

by the Executive Principal and Primary Principal.

Wider Context

There remains a nationally recognised teacher shortage which becomes more acute in specific subject areas such as maths and science.

Next Steps

There has been a significant reduction in the gender pay gap from 22% to 15% due to an increased female representation on the Senior Leadership Team and fewer females in the lowest quartile of pay. This puts the Academy just under the average percentage for the Education Sector.* However the over-riding desire and necessity remains to employ high quality teaching staff to further improve our results. A highly competitive recruitment market continues to restrict options. The Academy will continue to monitor the situation and be mindful of these figures when senior management and Governors examine recruitment statistics and pay within the Academy over the next 12 months.

*BBC article Gender Pay Gap Grows at hundreds of big firms 20 February 2019