



Bosco Catholic Education Trust

**Statutory Gender Pay Gap Report
For the period 6th April 2022 to 5th April 2023**

**This report was reviewed and approved by the
Bosco Catholic Education Trust Board
in September 2023**

Introduction

This report contains the Bosco Catholic Education Trust's standard disclosure of the gender pay gap for the multi-academy trust.

All companies with 250 or more employees are required to publish their gender pay gap under legislation that came into force in April 2017. Employers have to publish the gap in pay between men and women on both a median basis (pay per hour based on the person 'in the middle' of the distribution of pay) and a mean basis (average hourly salary). In addition, employers are required to disclose the distribution of gender by pay quartile – in other words splitting the workforce into four groups based on their pay and showing the proportion of men and women in each group. Employers are also required to disclose percentages of staff receiving bonuses by gender and the gender gap on bonuses.

The Bosco Catholic Education Trust welcomes and supports gender pay gap reporting, whilst recognising that we are not immune to broader societal issues affecting women in the educational workforce.

This report provides both the statutory disclosures required, as well as further context around gender pay at the Bosco Catholic Education Trust.

Statutory Disclosures

The tables below show the overall median and mean gender pay gap and other data required by statute, based on the hourly rates of pay to those employed at the end of the 2022-23 tax year.

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 | 16.8% | 22% |

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) | 16.28% | 18.75% | 22.48% | 28.91% |
| Female (% females to all employees in each quartile) | 83.72% | 81.25% | 77.52% | 71.09% |

Management Response

The Bosco Catholic Education Trust has considered its data on gender and pay rates, noting that the reasons for pay differentials are almost entirely due to types of occupation within the Trust. The Bosco Catholic Education Trust follows National and Sussex pay guidelines, for both teaching and support. The Trust seeks to maximise opportunities for all employees, regardless of gender, through inclusive flexible working policy and recruitment processes which apply at all organisational levels.

The Trust is growing rapidly at the moment as schools join the Trust. On 5 April 2022 the Trust employed 430 staff. On 5 April 2023 the Trust employed 536 staff. As a result, we do not consider that year on year comparisons are meaningful at the moment.

The Bosco Catholic Education Trust recognises its responsibilities and will continue to:

- Ensure that the recruitment, induction and career development processes across the Trust encourage all staff to progress their careers within the Trust.
- Encourage personal development and confidence to apply for promotion through our range of leadership courses, coaching, mentoring and sharing of good practice across Bosco schools and the Teaching School Hub.

We confirm that the above information has been prepared from our payroll data for the 2022-2023 tax year and fairly represents the Gender Pay Gap information for the Bosco Catholic Education Trust.

Signed:



Dave Carter
Chief Executive Officer



Paul Bilton
Chief Finance & Operations Officer