

Gender Pay Gap Report - Snapshot Date 31.03.2023 (reporting deadline 30.03.2024)

In accordance with The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, The Diocese of Bristol Academies Trust is regarded as a 'relevant employer' due to having over 250 employees and is therefore required to publish figures relating to its gender pay gap.

The regulations require the following figures to be published:

1. Percentage of men and women in each pay quartile
2. Mean gender pay gap using hourly pay
3. Median gender pay gap using hourly pay
4. Percentage of men and women receiving bonus pay
5. Mean gender pay gap using bonus pay
6. Median gender pay gap using bonus pay

1. The proportion of men and women in each pay quartile

Quartile	Employees in each quartile	Number of female employees	Number of male employees	% female employees	% male employees
Lower	162	158	4	97.5%	2.5%
Lower middle	162	150	12	92.6%	7.4%
Upper middle	162	127	35	78.4%	21.6%
Upper	162	135	27	83.3%	16.7%
<i>All employees</i>	<i>648</i>	<i>570</i>	<i>78</i>	<i>88.0%</i>	<i>12.0%</i>

2. Mean gender pay gap

Male mean hourly rate	21.00
Female mean hourly rate	15.00
Gender pay gap hourly rate	28.6%

3. Median gender pay gap

Male median hourly rate	19.00
Female median hourly rate	11.00
Gender pay gap median hourly rate	42.1%

4. Bonus Payments

No bonus payments were made and therefore no gender pay gap is provided.

5. Supporting Narrative

The Diocese of Bristol Academies Trust (DBAT) workforce is predominantly female. At the snapshot date of 31st March 2023, DBAT's workforce was 88% female and 12% male. This follows normal trends within the Education sector.

DBAT is proud to operate as an equal opportunities employer. All positions of employment are aligned to benchmarked pay scales, with male and female staff paid on the same grade for the same job role.

In the Lower Quartile and Lower Middle Quartile, the workforce is predominantly female, 97.5% and 92.6% respectively. These two quartiles are largely comprised of support staff roles, including Midday Supervisors, pre-school staff and Teaching Assistants. Many of these roles are part-time, with hours worked both during the school day, and within school term time. It is recognised, within society, that part-time, term time roles do primarily attract females and our workforce data reflects this. The predominance of females in the Lower and Lower Middle Quartile impacts on the overall gender pay gap for the organisation.

DBAT's commitment to career development, for all staff, is demonstrated by a high number of females in both school and trust leadership positions.

We strive to offer an environment for all members of staff to thrive and develop and are committed to equality of opportunity for all. DBAT's commitment to career development, for all staff, is demonstrated by a high number of females in both school and trust leadership positions. We continue to prioritise the removal of potential gender related barriers for individual progression, through effective CPD and a supportive working environment, in order to further reduce, and remove, the gender pay gap where this exists.