

# Commentary for Gender Pay Gap report 23-24

Beacon Education supports the publication of the gender pay gap report and we recognise that the aim of 'pay gap reporting' is to understand and overcome the barriers that may prevent all employees from achieving their full potential and making their maximum contribution to the economy.

Understanding our own pay gap information is crucial in ensuring that we continue our journey towards improving as a leading inclusive organisation. Measures like the pay gap are important because they show we can do more in this area, within the confines of our range of employees.

## What does our pay gap data tell us?

- The make-up of our trust -where we have more men at senior levels - means that women's average hourly rate (mean or median) is lower than the average male hourly rate.
- We have a significantly higher proportion of females within the Trust.
- No employees received a bonus payment during this period.
- The majority of our junior staff are made up of teaching assistants, cleaners, catering assistants and technicians, who work on a part-time basis, and are mainly female as referenced in the gender split figures above. Many of the jobs that are available across the UK on a part-time basis are relatively low paid and in particular in schools for support staff are based on term time only contracts, making them both part time and part year. However, as a Trust who is committed to personal development and career progression, we ensure that staff are able to access ways into obtaining additional qualifications, such as teacher training, and other professional qualifications to enable these members of staff to move into more senior roles as and when the time is right. This also helps to ensure we have an engaged, skilled and knowledgeable workforce.
- In addition, primary school teaching role, has tended to be more traditionally undertaken by females, although why this is we are unclear. This may account for our larger percentage of teaching staff being female.
- We are confident that we do not have any processes or practices which would see people being paid differently due to their gender. Whilst we acknowledge we have a gender pay gap, we are clear on why it exists, and we are focused on taking the steps we can within the education sector to close the gap we see. However, within the education sector this poses a particular challenge because of the roles which exist and which of necessity are mainly part- time or part year. We will continue to ensure we appoint the strongest candidate to the right post.

From previous Gender Pay Gap Reporting one of the outputs was to try to increase female representation within our Senior Leadership population. In the last 12 months we have achieved this with the Senior Leadership team now comprising of 4 females and 3 males.