



Brook Learning Trust

Gender Pay Gap Report 2018

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Author: Louise Burgess, Finance Director

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Brook Learning Trust is required to report on its gender pay gap under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

The pay gap must be reported on in six different ways: - the mean and median gender pay gaps - the mean and median gender bonus gaps - the proportion of men and women who received bonuses - the proportion of men and women according to quartile pay bands.

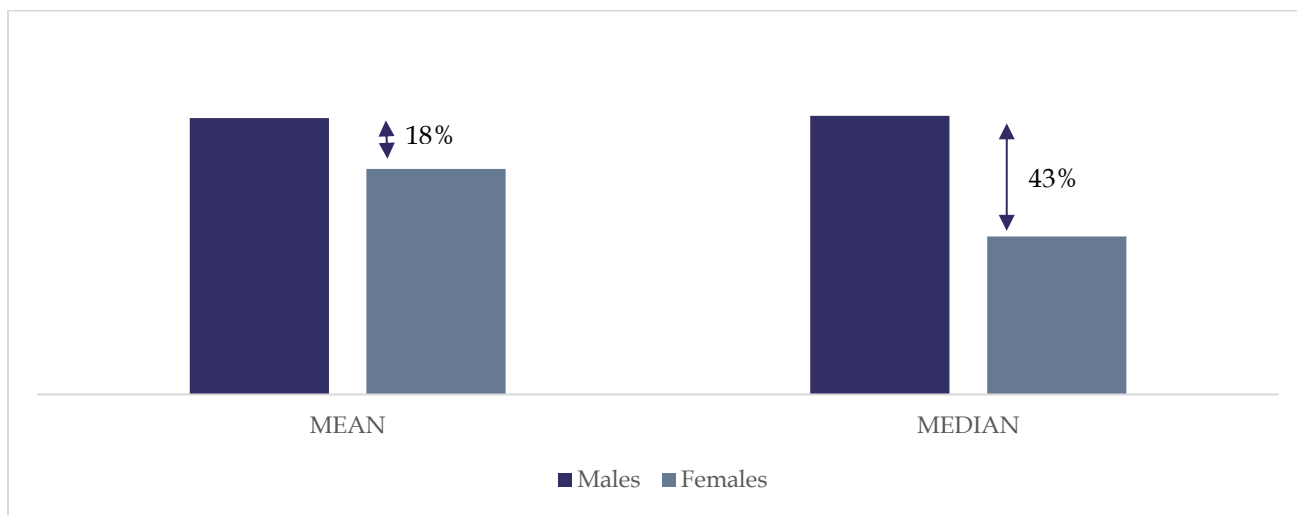
The gender pay gap shows the difference in the average earnings between all men and women in an organisation. It is different to equal pay, which is concerned with the difference in actual earnings of men and women doing equal work (or work of equal value).

Gender Pay Gap

The mean gender pay gap is the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

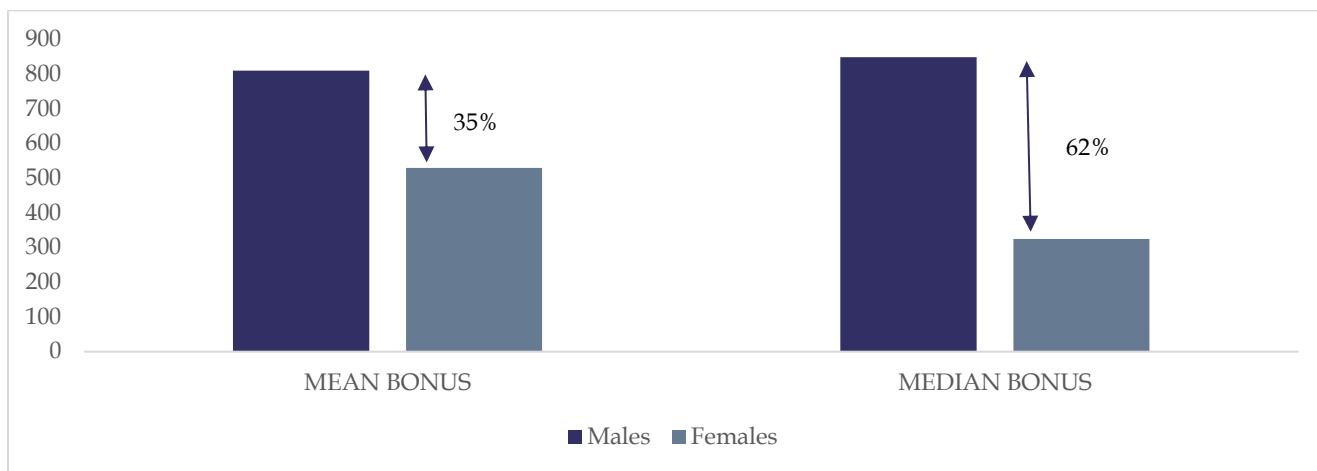
The median gender pay gap is the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

Brook Learning Trust's Mean Gender Pay Gap is 18%, and Median Gender Pay Gap is 43%



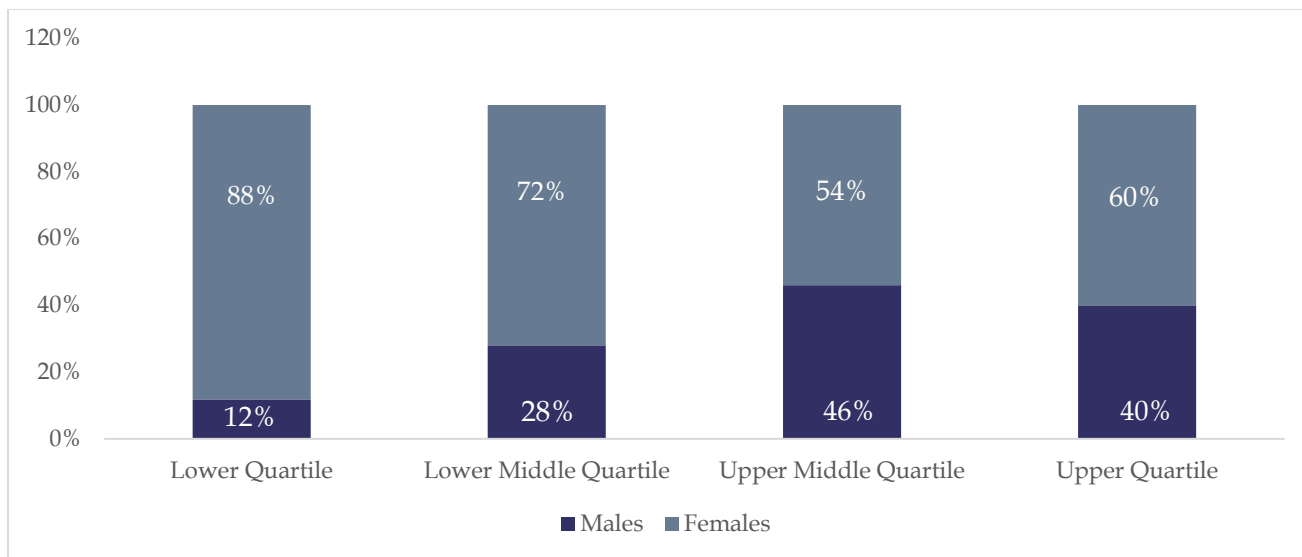
Bonus Gender Pay Gap

The bonus pay gap represents the difference between the bonus pay that male and female relevant employees receive. Brook Learning Trust's Mean Bonus Gender Pay Gap is 49% and Median Bonus Gender Pay Gap is 35%. The proportion of males receiving a bonus payment was 8% compared to the proportion of females at 11%.



The Proportion of Men and Women According to Quartile Pay Bands

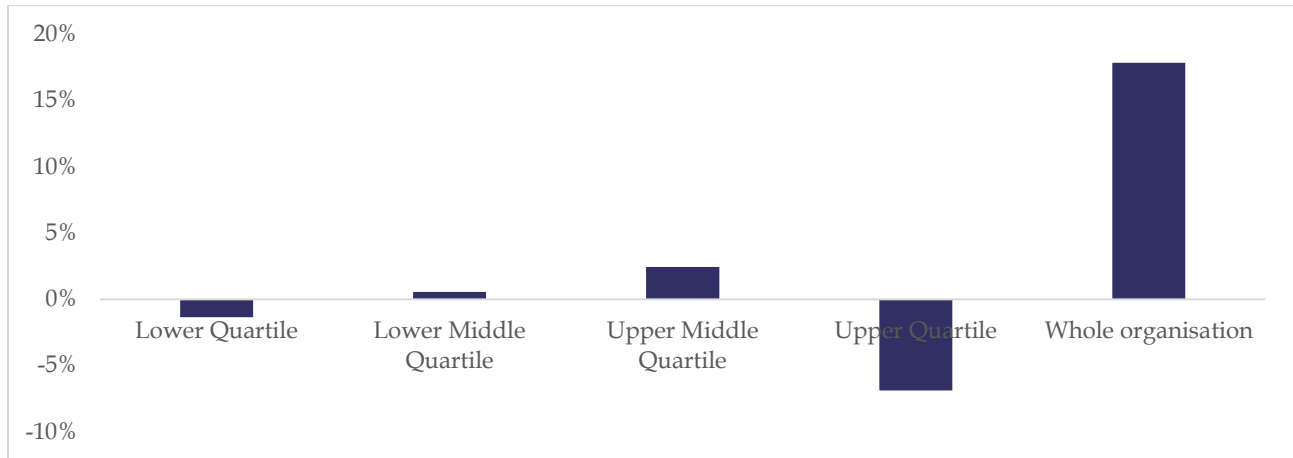
The following table demonstrates the proportions of male and female staff within each quartile pay band.



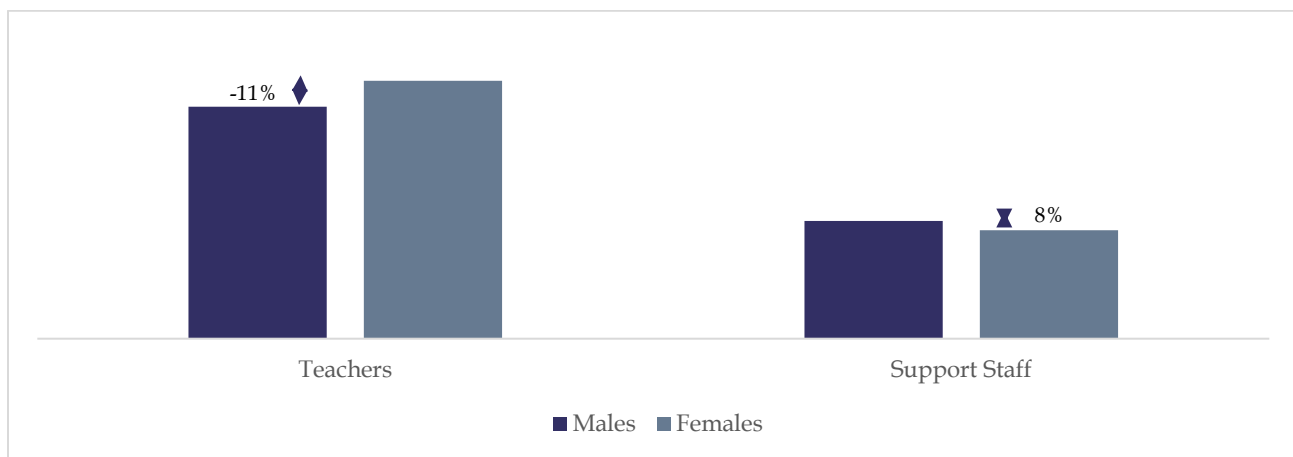
Supporting Statement

Brook Learning Trust’s workforce is made up of 69% female and 31% male employees, which is typical for the sector. The vast majority of the employees at the lower end of the pay spectrum are female. These jobs are very often part-time and term-time only which tend to receive more female applicants than male. At the upper end of the pay spectrum there is greater balance between the pay of males and females with the majority of senior jobs being filled by female employees, resulting in a negative

gender pay gap in the upper quartile, as demonstrated in the table below.



When analysed broadly into role types (teachers and support staff), the pay gap becomes negative for teachers at -11% and much smaller for support staff at 8%, as illustrated in the table below.



Brook Learning Trust and its academies are committed to advancing and achieving equality of opportunity for all we serve. We believe that all people are of equal value and are entitled to equality of opportunity and that our diversity enriches our community. Brook Learning Trust is committed to equal pay, and a fair and open recruitment process which is free from discrimination.

I confirm that the above information has been prepared from our payroll data from the snapshot date of 23 March 2018 and fairly represents the gender pay gap information for Brook Learning Trust.

Louise Burgess