



Brook Learning Trust

# Gender Pay Gap Report 2017

---

Date: March 2018

Author: Louise Burgess, Finance Director

## Gender Pay Gap Report 2017

Brook Learning Trust is required to report in 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.

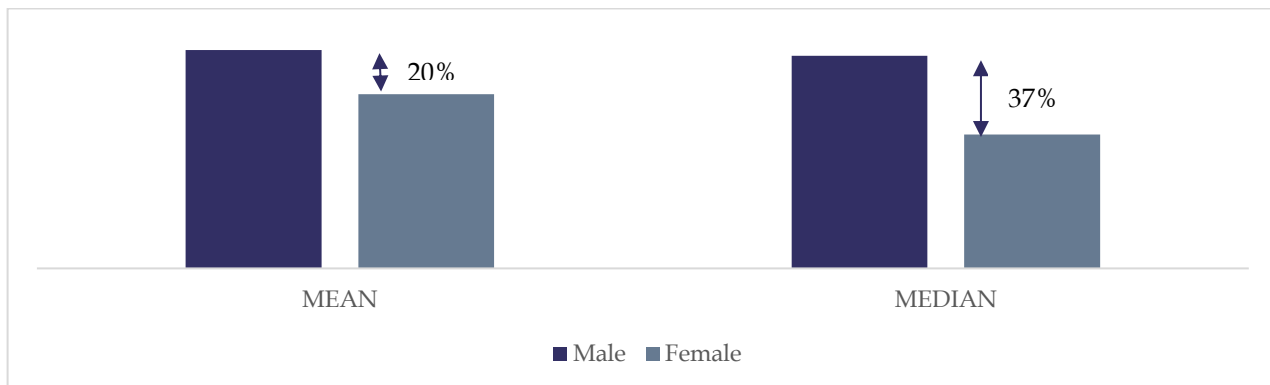
The gender pay gap shows the difference in the average earnings between all men and women in an organisation. It is different to equal pay, which is concerned with the difference in actual earnings of men and women doing equal work (or work of equal value).

### 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.

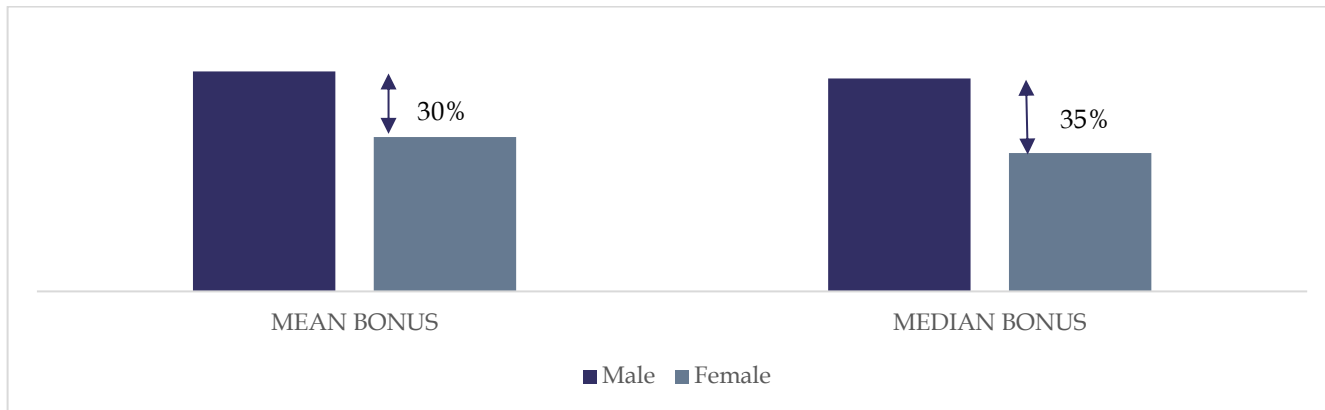
Brook Learning Trust's Mean Gender Pay Gap is 20%, and Median Gender Pay Gap is 37%.



### Bonus Gender Pay Gap

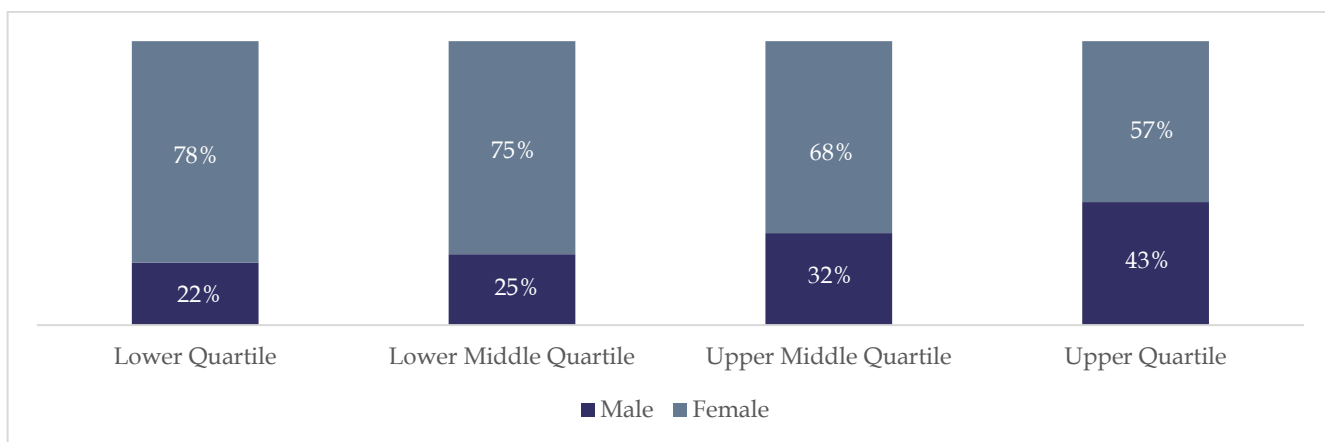
The bonus pay gap represents the difference between the bonus pay that male and female relevant employees receive. Brook Learning Trust's Mean Bonus Gender Pay Gap is 30% and Median Bonus Gender Pay Gap is 35%.

The proportion of males receiving a bonus payment was 13% compared to the proportion of females at 11%.



### The Proportion of Men and Women According to Quartile Pay Bands

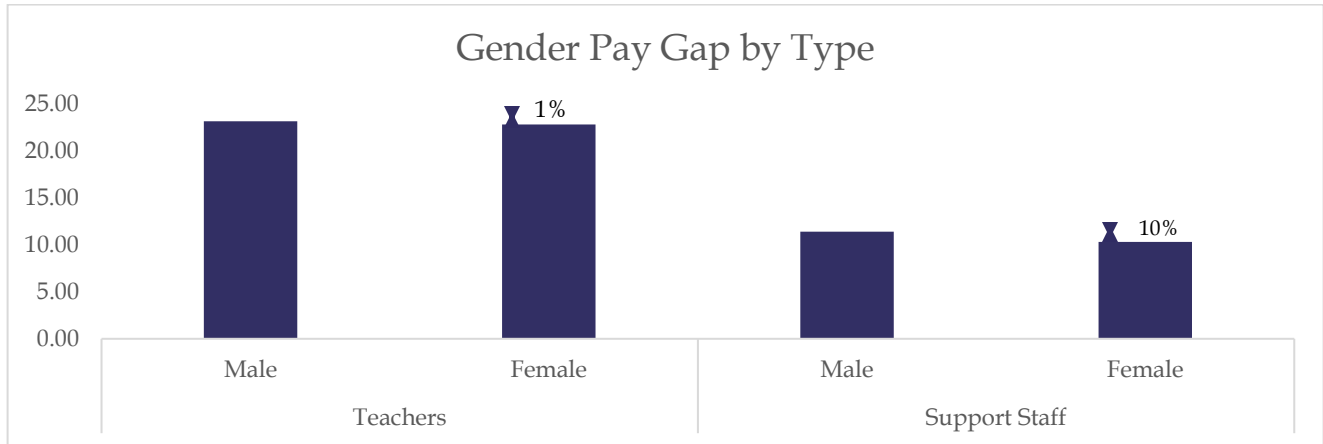
Within Brook Learning Trust, the proportion of men and women according to quartile pay bands is:



### 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.

When analysed broadly into role types (teachers and support staff), the pay gap becomes much smaller at 1% for teachers and 10% for support staff, 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 24 March 2017 and fairly represents the gender pay gap information for Brook Learning Trust.

Louise Burgess  
Finance Director