



BRIGSHAW
LEARNING PARTNERSHIP

Gender Pay Gap Report

Snapshot date 31st March 2023

Monitoring and Review of this Document:

The Trust shall be responsible for reviewing this document from time to time to ensure that it meets legal requirements and reflects best practice.



The Brigshaw Learning Partnership is an exempt charity regulated by the Secretary of State for Education. It is a company limited by guarantee registered in England and Wales, Registered Company Number 10301662, whose registered office is at The Brigshaw Learning Partnership, Brigshaw High School, Allerton Bywater, Castleford WF10 2HR

Providing a cradle to career education that allows our children to enjoy lives of **choice** and **opportunity**



The Brigshaw Learning Partnership (BLP) Gender Pay Gap Report

The (BLP), in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, is required to publish information to indicate the extent of any pay gap between its male and female employees. This is different to equal pay.

The BLP is an equal opportunity employer, committed to the elimination of discrimination throughout its fair and transparent recruitment process; pay policies and professional development. The BLP's employment practices are reviewed frequently to ensure that individuals are recruited on the basis of their merits and abilities and the trust welcomes job applicants of all ages, cultures and backgrounds.

Men and women who carry out the same job, or work of equal value are paid on the same pay band. The overall GPG therefore reflects workforce composition rather than pay inequalities.

Difference in mean and median hourly rate of pay:

- The 'mean' rate of pay refers to the difference between **average** men's and women's hourly earnings.
- The 'median' rate of pay refers to the difference between **the midpoints** in the ranges of men's and women's hourly earnings (i.e. when these are ranked from lowest to highest)

Male Hourly pay is greater than Female hourly pay by:

	Mean	Median
Hourly Rate of Pay	22%	44%
Bonus Pay	N/A*	N/A*

*No bonuses were paid to staff for the reporting period.

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 (% of males to all employees in each quartile)	11	12	19	21
Female (% of females to all employees in each quartile)	89	88	81	79



Supporting Statement

I confirm that the above information has been prepared from our payroll data on the snapshot date and fairly presents the Gender Pay Gap information for The Brigshaw Learning Partnership

Date: 14th March 2024

Status/Position: Chief Education Officer: Mr Aidan Sadgrove

Supporting Narrative

The BLP, a charitable trust, follows the School Teachers' Pay and Conditions Document for setting teachers' pay and the National Joint Council (NJC) for Local Government Services for setting support staff pay. All the BLP schools are within the Leeds Local Authority and the BLP has adopted the Leeds Living Wage.

Teaching staff are remunerated on an incremental pay scale that rewards them for their professional performance; wider contribution to the BLP; additional responsibilities and their level of experience.

Support staff pay scales are determined via a process of job evaluation to reflect the value and complexity of the different roles undertaken. We are committed to the promotion of equal opportunities and our job roles are evaluated to ensure fair pay in each role and we advertise each job with no gender bias.

The Brigshaw Learning Partnership supports our staff with a number of "family friendly" policies and practices. We recognise that the vast majority of employees in the lower band posts are female. Many of these posts are term-time only or part-time positions. These positions have proved attractive to female employees with family commitments. It is worth noting that these figures are influenced by the fact that we have a high proportion of part-time in-house catering and cleaning employees.

Where there are staff with multiple contracts, Equalities Office advice is to choose the most appropriate method of calculating GPG. This year's figures are based on individual contracts, regardless of whether their contract is full or part-time. We accept the recommendation from our payroll provider that this methodology is a truer reflection of our GPG.

All staff are valued and receive proper recognition for their work and their contribution to the schools. Decisions regarding performance related pay are moderated across the trust by the CEO and the BLP Board. Of staff on the highest leadership pay grades, seventy-nine percent are women. This is significantly higher than the national average of employees in the top quartile being female¹. This suggests that women progress and are appointed to the most senior positions in the trust.