

Gender Pay Gap Report 2018

1. Introduction

1.1 The University of Brighton Academies Trust is strongly committed to equality, including promoting and celebrating diversity in all aspects of work. The Trust understands and complies with its responsibilities under the Equality Act (2010) and Public Sector Equality Duty, which states that required public bodies should have due regard to the need to:

- Eliminate unlawful discrimination, harassment, victimisation and other prohibited conduct under the Equality Act (2010)
- Advance equality of opportunity between people of different groups
- Foster good relations between people from different groups.

1.2 On 6th April 2017, the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 came into force. This requires employers to publicly report their gender pay gap information. This includes:

- The mean gender pay gap
- The median gender pay gap
- The mean gender bonus gap
- The median gender bonus gap
- The proportion of men and woman who received bonuses
- The proportion of men and woman in each pay quartile

1.3 The gender pay gap shows the difference in pay between men and woman arising from workforce composition. This is different to equal pay which relates to the rate of pay between woman and men for equal work and is set out in the equality of terms provisions of the Equality Act 2010.

1.4 Public Sector organisations must calculate the gender gap at the ‘snapshot’ date of 31st March and publicly report the finding by 30th March the following year.

1.5 Throughout this report, values are less favorable to women unless they are shown in red text and in brackets; in which case they are less favorable to men.

2. The University of Brighton Academies Trust’s Gender Pay Gap 2018¹

2.1 The mean and median gender pay gap.

Gender	Mean hourly rate	Median hourly rate
Female	£15.01	£9.39
Male	£19.69	£13.11
Pay Gap as at 31/3/18	24%	28%
<i>Pay Gap as at 31/3/17</i>	<i>21.3%</i>	<i>24.2%</i>

¹ In March 2017, the University of Brighton Academies Trust was two separate multi academy trusts – the Hastings Academies Trust (East Sussex) and University of Brighton Academies Trust (West Sussex). They merged on 1 September 2017 to become one multi academy trust (called the University of Brighton Academies Trust). The 2017 figures provided in this report are the two trust’s reported data combined.

2.2 Proportion of men and woman who received bonuses and gender bonus gap

Gender	Mean bonus	Median bonus	Employees receiving a bonus in 2018 (2017)
Female	£943.79	£500.00	13 (3)
Male	£1125.00	£1125.00	2 (2)
Pay Gap as at 31/3/18	16.1%	55.6%	15 (5)
Pay Gap as at 31/3/17	(45.8%)	(25%)	

The 13 women who received bonuses represented 1.2% of the female workforce, increasing from 0.3% in 2017. The 2 men who received bonuses represented 0.85% of the male workforce, remaining relatively consistent to the 0.8% reported in 2017.

2.3 Proportion of men and woman in each quartile

Quartile	Upper Quartile 2018 (2017)	Upper Middle Quartile 2018 (2017)	Lower Middle Quartile 2018 (2017)	Lower Quartile 2018 (2017)
Female	75% (73.9%)	77.7% (79.6%)	88% (81.1%)	90% (89.5%)
Male	25% (26.1%)	22.3% (20.4%)	12% (18.9%)	10% (10.5%)

3. Summary and Actions

3.1 The University of Brighton Academies Trust is committed to reducing the Gender Pay Gap.

3.2 The Trust's Recruitment and Retention Strategy identifies the following work-life balance objectives:

- Flexible working opportunities are established and promoted across the Trust
- Staff have a fair and reasonable workload
- The health and wellbeing of staff is supported and promoted
- Senior leaders are committed to implementing initiatives that will improve staff well-being and promote flexible working in their academy or professional team

The Trust's Recruitment and Retention Strategy Oversight Group will review the above in the context of the gender pay gap.

3.3 The HR department is introducing online recruitment software which will facilitate an anonymised application and shortlisting process for all job categories. This software, along with appropriate procedures and training, will seek to minimise bias during all stages of the recruitment and selection process.

3.4 In 2018, the Trust revised many family friendly policies including flexible working, maternity, paternity, adoption, shared parental leave and leave of absence. These were introduced after the 2018 gender pay gap snapshot date.

3.5 The Trust reviews pay progression data on an annual basis. It seeks to ensure that staff do not indirectly experience detriment to their pay progression based on gender.

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