



## 2020 Gender Pay Gap Reporting

Feversham Education Trust continues to operate as an equal opportunities employer, and does not discriminate in any way (as defined by the Equalities Act 2010 and other relevant legislation), regarding recruitment, performance management and employee career development opportunities.

We do not have any variation in pay between female and male staff undertaking the same role, however, the greater proportion of females in teaching roles, compared to support staff roles, creates what appears to be a gender pay gap across the mean and median when looking at the whole workforce but, again, not within roles.

### Summary

<b>Difference in hourly rate of pay - mean</b>	5.5%
<b>Difference in hourly rate of pay - median</b>	17.4%
<b>Difference in bonus pay - mean</b>	0.0%
<b>Difference in bonus pay - median</b>	0.0%
<b>Percentage of Males who received bonus pay</b>	0.0%
<b>Percentage of Females who received bonus pay</b>	0.0%

The figures provided in the chart above are based on hourly rates of pay as at 26 March 2020.

**Feversham Education Trust does not pay bonuses to any staff**, therefore, the further three statutory calculations of the mean bonus gender pay gap, the median bonus gender pay gap and the proportion of males and females receiving a bonus payment are not applicable.

It should be noted that the gender pay gap of Feversham Education Trust is skewed by the fact that teachers' hourly rate is calculated over 38 weeks, whereas the support staff hourly rate is calculated over 52 weeks.



## Employees by pay quartile

	Quartile	Females	Males
	<i>Upper: 75-100% of full-pay relevant employees</i>	83.3%	16.7%
	<i>Upper middle: 50-75% of full-pay relevant employees</i>	79.8%	20.2%
	<i>Lower middle: 25-50% of full-pay relevant employees</i>	85.7%	14.3%
	<i>Lower: 0-25% of full-pay relevant employees</i>	89.4%	10.6%
	<i>Overall gender split of full-pay relevant employees (not reportable)</i>	84.6%	15.4%

## Total Employees

Male Count	52		
Female Count	285		
Total	337		
Mean Male:	16.77		
Mean Female:	15.86		5.47%
Median Male:	14.49		
Median Female:	11.97		17.41%

Feversham Education Trust employs more women than men, and more women than men in every pay quartile, including the top one. However, while the number of women employed across Feversham Education Trust is evidently high as one out of the 3 schools is a female led faith based school, evenly distributed across the two middle pay quartiles, they are under-represented in higher paid roles and over-represented in lower-paid ones. These are the two main drivers of our gender pay gap.

At Feversham Education Trust we are pleased to see improvements in both the mean and median gaps but understand there is still continued work to do.

We also know that, compared with others in the sector, we continue to believe that directly employing our caterers, cleaners and site support staff will ensure that their terms and conditions, alongside pay awards and pensions are protected.

## How are we supporting gender equality in the Trust?

### FEVERSHAM EDUCATION TRUST

FUTURE HOUSE, BOLLING ROAD, BRADFORD, BD4 7EB

T +44 (0)330 383 2000 E [office@fetrust.org.uk](mailto:office@fetrust.org.uk) [www.fetrust.org.uk](http://www.fetrust.org.uk)

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We continue to challenge the historical imbalance in the education sector and inherited within schools that join Feversham Education Trust, where a disproportionate number of lower paid support staff roles are occupied by female colleagues.

- It needs to be recorded that all the three schools (2 secondary and 1 primary) and the nursery are led by female head teachers. Furthermore, the SLTs in these four are also females.
- We ensure that all senior and middle leaders undertake recruitment training, including recognising and challenging unconscious gender bias.
- The Trust has attended local University events to actively encourage NQTs both male and female to join us on our journey in their teaching career, inspire males in the teaching profession.
- We continue to further cultivate our family friendly culture, underpinned by our range of supporting guidance, advice and policies. An example of this on-going commitment is our Shared Parental Leave Policy.
- We are also committed to evolving our culture of ongoing targeted professional development to enable all employees to realise their full potential.

Underpinning all of our actions is the Trust's Equalities (HR) Policy which sets out our commitment to ensure that all people within the Trust, including students and staff, feel respected and valued and that recruitment and selection is open, transparent, fair and equal.

**Professor Mohammed Khurshid Khan**  
**CEO of Feversham Education Trust**

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