



2021/2022 Gender Pay Gap Reporting

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

As an employer of in excess of 250 employees, we are required to publish our Gender Pay Gap Report which identifies the difference in average (mean or median) earnings between male and female employees across our organisation.

Our teaching staff are paid in accordance with the nationally agreed pay scales as set out in the School Teachers' Pay and Conditions Document (STPCD) and our support staff are paid in accordance with the nationally agreed pay scales as set out by the National Joint Council (NJC) for Government services.

Summary

Difference in hourly rate of pay - mean	-10.3%
Difference in hourly rate of pay - median	2.3%
Difference in bonus pay - mean	0.0%
Difference in bonus pay - median	0.0%
Percentage of Males who received bonus pay	0.0%
Percentage of Females who received bonus pay	0.0%

The figures provided in the chart above are based on hourly rates of pay as at 26 March 2021.

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.



Employees by pay quartile

	Quartile	Females	Males
	<i>Upper: 75-100% of full-pay relevant employees</i>	92.3%	7.7%
	<i>Upper middle: 50-75% of full-pay relevant employees</i>	87.7%	12.3%
	<i>Lower middle: 25-50% of full-pay relevant employees</i>	89.2%	10.8%
	<i>Lower: 0-25% of full-pay relevant employees</i>	90.8%	9.2%
	<i>Overall gender split of full-pay relevant employees (not reportable)</i>	90.0%	10.0%

Total Employees

Male Count	26
Female Count	234
Total	260
Mean Male:	16.00
Mean Female:	17.65
Median Male:	13.08
Median Female:	12.78

Feversham Education Trust employs more women than men, and more women than men in every pay quartile, including the top pay bracket. However, we do not have any variation in pay between female and male staff undertaking the same role, as all our posts are aligned to nationally agreed pay scales and both male and female staff are paid within the same pay band for the same job role.

Feversham Education Trust continues to attract more female employees as opposed to male, largely due to the fact that two out of the three FET schools are girls' only secondaries (one of which is also a female led faith based school). Another significant change within the Trust includes that of re-brokering one of our mixed secondary academies and as such, we have noticed that the gap has widened in comparison to the previous year.

The overall pay gap reflects the composition of the workforce rather than any pay inequalities.

FEVERSHAM EDUCATION TRUST

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How are we supporting gender equality in the Trust?

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 three schools (2 secondary and 1 primary) are led by female Principals. Furthermore, the SLTs in these three establishments 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, and to 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. Examples of this on-going commitment is our Shared Parental Leave Policy, Special Leave Policy, Flexible Working 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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