
**CST Gender Pay Gap Summary
For Year ending 31 March 2022**

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1. Summary

This report provides a summary of the gender pay gap reporting requirements, as well as a considered analysis and explanation of the data and findings for Cathedral Schools Trust (CST).

CST is required by law to carry out gender pay gap reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. As an employer with over 250 employees, CST is required to publish statutory pay gap calculations every year.

The following pay gap information is required:

- Gender pay gap (mean and median averages)
- Gender bonus gap (mean and median averages)
- Proportion of men and women receiving bonuses
- Proportion of men and women in each quartile of the organisation's pay structure

This data is presented to the CST Executive Team and Board of Trustees annually to ensure any concerns are reviewed and appropriate actions put in place to address them, where necessary.

2. Background

Cathedral Schools Trust was established in February 2016 to include Bristol Cathedral Choir School (an academy since 2008) and Cathedral Primary School (a free school that opened in 2013). Headley Park Primary School and Victoria Park Primary School joined the trust in August 2017, St Katherine's School joined in January 2019, Stoke Park Primary School joined in June 2019 and Trinity, a free school, opened by the trust in September 2019.

Since the effective date of the previous report (March 2021), a further two schools have joined the trust, Hotwells Primary School in July 2021 and St Werburgh's Primary School in August 2021. The employees of these schools as at 31 March 2021, together with those employed to work in the Central Team, are the basis for this report.

School	Phase	Type	Number on roll as at 3 Oct 2022 (census date)	Location
Bristol Cathedral Choir School	Secondary	Academy (C of E designation)	1,169	College Square, Bristol BS1 5TS
Cathedral Primary School	Primary	Free school (Christian ethos)	424	College Square, Bristol BS1 5TS
Victoria Park Primary School	Primary	Academy	413	14 Atlas Rd, Bristol BS3 4QS
Headley Park Primary School	Primary	Academy	408	Headley Lane, Headley Park, Bristol BS13 7QB
St Katherine's School	Secondary	Academy	1,008	Pill Road, Pill, Bristol BS20 0HU
Stoke Park Primary School	Primary	Academy	206	Brangwyn Grove, Lockleaze, Bristol BS7 9BY
Trinity Academy	Secondary	Academy	639 currently, rising to 1,250 by 2025	Brangwyn Grove, Lockleaze, Bristol BS7 9BY
Hotwells Primary School	Primary	Academy	132	Hope Chapel Hill, Hotwells, Bristol BS8 4ND
St Werburgh's Primary School	Primary	Academy	387	James Street, St Werburgh's, Bristol BS2 9US

As at the effective date of 31 March 2022, CST employed 725 relevant employees as defined by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (2021: 583) of whom 682 met the definition of full-pay relevant employee (2021: 556)

Of those 682 (2021: 556) full-pay relevant employees, 153 (2021:134) identified as male and 529 (2021:422) identified as female. CST therefore has a gender mix of male:female of 22%:78% (2021: 24%:76%).

3. Reportable Gender Pay Data

WHOLE TRUST	<u>Value (31 March 2022)</u>	<u>Value (31 March 2021)</u> <i>as previously reported</i>
Mean Pay Gap	26.4%	26.9%
Median Pay Gap	41.1%	41.3%
Mean Bonus Gap	n/a	n/a
Median Bonus Gap	n/a	n/a
Proportion of males and females receiving a bonus payment	1.3% of males and nil% of females.	0.7% of males and nil% of females.
Proportion of males and females in each Quartile Pay Band		
- Lower Quartile	13% male; 87% female	16% male; 84% female
- Lower Middle Quartile	16% male; 84% female	17% male; 83% female
- Upper Middle Quartile	21% male; 79% female	22% male; 78% female
- Upper Quartile	39% male; 61% female	41% male; 59% female

Although we are only required to report the above aggregated data, we have also opted to report the data disaggregated into Teaching and Support roles. The inclusion of disaggregated data is consistent with what we reported last year and also with the approach of other educational bodies as it is considered to be more meaningful. This is because - as is the case across the Education sector - separate pay scales apply to each group as well as differing full time hours (which form part of the calculation when determining hourly pay).

At 31 March 2022, the 682 full-pay relevant employees employed by CST comprised 287 teachers [33%male:67%female] and 395 support staff [15%male:85%female]; (31 March 2021: 556 full-pay relevant employees comprising 235 teachers [34%male:66%female] and 321 support staff [16%male :84%female]).

TEACHERS	<u>Value (31 March 2022)</u>	<u>Value (31 March 2021)</u> <i>as previously reported</i>
Mean Pay Gap	15.0%	16.1%
Median Pay Gap	10.1%	8.9%
Proportion of males and females receiving a bonus payment	2.1% of males and nil% of females	1.2% of males and nil% of females
Proportion of males and females in each Quartile Pay Band		
- Lower Quartile	22% male 78% female	27% male 73% female
- Lower Middle Quartile	26% male 74% female	22% male 78% female
- Upper Middle Quartile	29% male 71% female	34% male 66% female
- Upper Quartile	54% male 46% female	55% male 45% female

SUPPORT STAFF	<u>Value (31 March 2022)</u>	<u>Value (31 March 2021)</u> <i>as previously reported</i>
Mean Pay Gap	7.1%	6.6%
Median Pay Gap	3.6%	-0.2%
Proportion of males and females receiving a bonus payment	Nil% of males and Nil% of females	Nil% of males and Nil% of females
Proportion of males and females in each Quartile Pay Band		
- Lower Quartile	12% male 88% female	14% male 86% female
- Lower Middle Quartile	14% male 86% female	20% male 80% female
- Upper Middle Quartile	17% male 83% female	18% male 82% female
- Upper Quartile	16% male 84% female	15% male 85% female

4. Gender Pay Data Commentary

CST is committed to the promotion of equality, opportunity and choice for employees and supports the fair treatment of all staff irrespective of all protected characteristics including gender through our transparent recruitment process, Employment Handbook and professional development.

CST applies pay scales to all staff regardless of gender. Separate pay scales are in use for Teaching and Support staff which is the norm across the education sector. As a result, the Gender Pay Data has been presented both for the Trust as a whole and split by each of these employee groups.

CST is proud of its family friendly provisions such as part-time and term-time only working. The flexibility which these provisions offer attract individuals at all levels but particularly into Support roles, where females may actively seek more flexible work as part of lifestyle choices.

The gender pay gap is significantly smaller for each of Teaching and Support staff than it is for the Trust as a whole, which reflects the calculation method and the fact that women are disproportionately represented in the (on average) lower paid Support roles (women make up 85% (2021: 84%) compared with the (on average) higher paid Teaching roles (women make up 67% (2021: 66%)).

For Teachers, a relatively small difference in the hourly pay rate for males and females is divided by the higher male hourly rate, resulting in the reported percentage variance. For Support staff, there is an even smaller difference between the hourly pay rate of male and female employees but, because this is then divided by a smaller male hourly rate, still results in a discernible percentage variance. For the Trust as a whole however, the fact that women are disproportionately represented in the lower paid Support roles, has the effect of widening the difference in the average hourly pay rates, and in turn, the percentage pay gap.

In summary, the CST Gender Pay Gap primarily reflects the workforce composition. Men and women are paid on the same pay scales for the same roles, but the lower paid roles are disproportionately undertaken by women which is one of the key drivers behind the Whole Trust gender pay gap. However, CST recognises that a gender pay gap exists within both Teaching and Support staff groups and continues to actively work to narrow these gaps.

5. Gender Pay Gap Progression since the Last Reporting Date

Impact of CST's growth:

Although the growth of the Trust has resulted in a significant increase in both teaching and support staff (22% and 23% respectively), the ratios of male:female staff in both groups remains consistent. Reported changes in the pay gap will have been driven primarily by the relative distribution of those TUPE'd men and women across the pay bands and in particular how that distribution compares with that of the incumbent staff. Changes will also have resulted from recruitment, retention and internal promotion where the Trust has, through its strategies and actions, more influence over driving a narrowing of the gender pay gap. The potential to impact the pay gap is limited however as a simple result of volumes - typical annual churn is around half the level of TUPE within the reporting period.

All staff:

We are pleased to report that we have further reduced the Trust's mean gender pay gap by 0.5% (2021:reduction of 0.9%; 2020: reduction of 2.7%) which indicates the ongoing effectiveness of our strategies to narrow the pay gap.

This year we have also reversed the small 0.2% increase in the median gender pay gap that we reported last year, but acknowledge that this means that regrettably we are still at the level reported 2 years ago.

The quartiles data indicates a slight increase in the last 12 months in the proportion of female representation at each level which is consistent with the 4% swing in the male:female ratios across the Trust. Nonetheless, it is pleasing to see that this increase in female representation is reflected equally across all 4 quartiles including in the upper quartile where historically females have been most underrepresented.

Teachers:

We are reporting a widening of the gender pay gap for teaching staff on the median measure and a reduction on the mean measure. The quartiles data gives a clearer picture. A widening of the pay gap will have been driven by an increase in female representation (10% swing) in the lower quartile. This is consistent with the addition of two new primary schools to the Trust as typically primary schools

have proportionately more main scale teachers and fewer senior positions. However, a narrowing of the gender pay gap is suggested by an increase in female representation in the upper middle (also 10% swing) and corresponding decrease in lower middle quartiles (8% swing) which may reflect successful strategies to develop middle leaders and to encourage career development of female staff after maternity leave, who tend to be the more experienced and therefore higher paid teachers. The competing influences of these quartiles within the calculations for mean and median is why one shows improvement and the other not.

Support:

We are disappointed to report a widening of the gender pay gap for support staff on both measures. However, as already noted, small differences in hourly rate are accentuated by dividing by a relatively small hourly rate and so very small differences in pay can lead to apparently big percentage differences. The quartiles data shows a 6% increase in female representation in the lower middle quartile and this will be driving the widening of mean and median pay gap. Whilst disappointing, this will have been principally driven by additional schools joining the Trust which (as already noted) has increased the number of support staff by 74 (23%); the quartiles data suggests that the new support staff disproportionately sit within the lower pay quartiles.

6. Identified actions to address the CST Gender Pay Gap

Last year we reported on the CST gender pay gap as of 31 March 2021 and in that report we identified a number of measures to address the findings. Our progress in these areas is reviewed by the CST HR Committee and we have seen progress in the following:

- promoting and supporting the return to work for women after maternity leave as well as promoting family leave and flexible working arrangements within the male population to encourage a more even share of part-time working
- developing and promoting more flexible opportunities to encourage a higher take up of senior leadership opportunities and recruitment within the female workforce
- developing policy and supporting women who are facing menopausal symptoms

This action plan will continue to target the root causes of the gender pay gap within CST by focusing on below for 2023/2025:

- building on foundations established in cross functional groups such as the Equalities Group, to incorporate diverse inputs into policy and process improvements in Women in Leadership and Menopause
- gathering and analysing data around usage of flexible working arrangements in order to further identify areas for improvement
- continue to discuss across all levels of leadership, to ensure that the gender pay gap becomes everyone's responsibility