

Wednesday 28th March 2018

## Gender Pay Gap 2018

Bright Tribe Trust supports the fair treatment of all staff irrespective of gender through our transparent recruitment processes, pay and professional development.

Bright Tribe Trust operates 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.

	Mean Gender Pay Gap	Median Gender Pay Gap	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
All BTT Academies	19.97% lower for women	30.43% lower for women	33.33% <b>M</b> 66.67% <b>W</b>	24.03% <b>M</b> 75.97% <b>W</b>	17.05% <b>M</b> 82.95% <b>W</b>	13.95% <b>M</b> 86.05% <b>W</b>

### No bonuses were paid to staff in the reporting period.

All employees are given equal treatment, regardless of gender, in the terms and conditions of their employment contract if they are employed to do:

- 'like work' - work that is the same or broadly similar
- work found to be of equal value in terms of effort, skill or decision making.

Bright Tribe Trust is proud of the fact that it's Chief Executive Officer and Chief Operating Officer are both female employees and that across it's current academies 5 out of the current 9 Principals employed are female employees.

If we split the data into roles earning <£25k, £25-£50k and >£50k per annum we see the following detail:

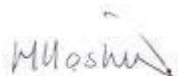
Salary	Mean Gender Pay Gap	Median Gender Pay Gap
>£50,000	6.4% higher for women	12.1% higher for women
£25,000 - £50,000	4.8% lower for women	10.7% lower for women
<£25,000	18.7% lower for women	38.5% lower for women

These figures show that for the high earners within the organisation the average earnings of the Trusts female employees is 6.4% higher than men in the equivalent salary range. Between £25k and £50k women's pay is less than 5% lower than men's however this figure is higher for staff earning below £25k. At this level there are a number of low paid roles and the vast majority of staff are female which accentuates the difference at this level.

### **Supporting Statement**

I can 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 Bright Tribe Trust.

Signed



**Heidi Hoskin**

Chief Executive Officer  
Bright Tribe Trust

**Bright Tribe Trust**

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