



COMPASS EDUCATION TRUST LTD GENDER PAY GAP REPORT

This report relates to the employee data as at 31 March 2022, due for submission to the Gender Pay Gap Service by 30 March 2023, and covers employees at The Billericay School and The Bromfords School. There were 485 people employed by the Trust of whom 125 were male (25.7%) and 360 female (74.3%) Employers are required to publish and report to government each year on the following:

- Mean gender pay gap in hourly pay:
 - The rates for mean hourly pay were: Male £24.18, Female £18.75. Females earned 77.54% of male pay on average, making the pay gap 22.46%
- Median gender pay gap in hourly pay:
 - Median pay for males was £19.05 per hour. For females, £17.99 per hour (94.43% of the male pay).
- Mean bonus gender pay gap.
- Median bonus gender pay gap.
- Proportion of males and females receiving a bonus payment.

The Trust does not pay bonuses.

- Proportion of males and females employed in each pay quartile:
 - Upper quartile Male 36% Female 64%
 - Upper middle quartile Male 28% Female 72%
 - Lower middle quartile Male 25% Female 75%
 - Lower quartile Male 15% Female 85%

Conclusions

The Trustees have concluded that the requirements relating to publication of the gender pay gap across all employees produce limited benefit, given the particular circumstances within the education sector. Females exceed males by a large margin and it is the case that a very high majority of employees in lower paid roles within education are performed by females, as females are far more likely to seek work in term-time only positions.

The trust follows a robust recruitment process to appoint based on merit.