



Bedford Inclusive Learning & Training Trust

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27th March 2018

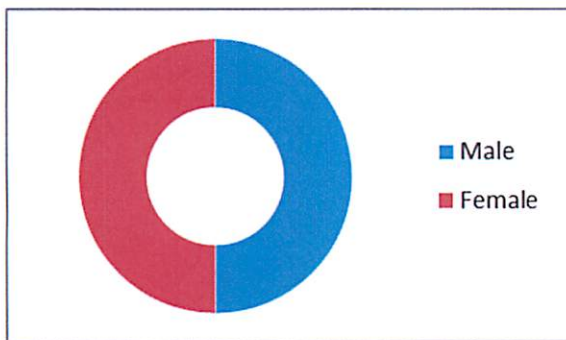
2018 Gender Pay Gap Report

At the Bedford Inclusive Learning and Training Trust we treat job applicants and employees equally. We believe that every employee should be respected, their capabilities fully realised, with their character and individuality respected.

Our Gender Pay Gap Data

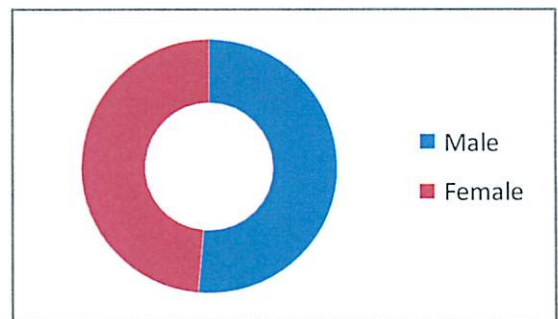
Hourly Rate

Median



There is a difference of 0% between the median hourly rate of pay between male and female employees.

Average (mean)

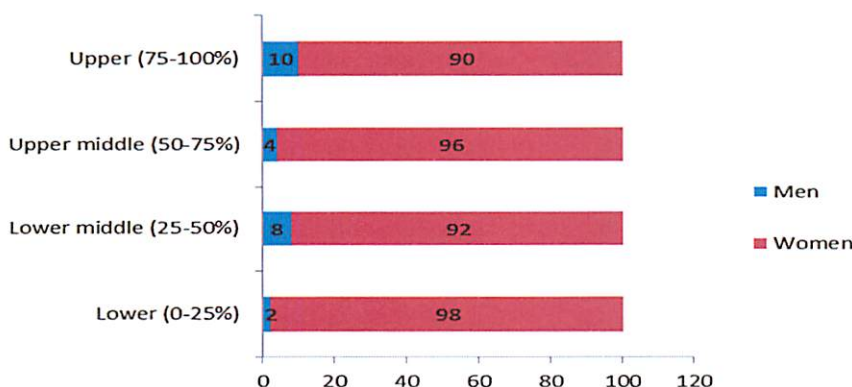


There is a difference of 5.6% between the average (mean) hourly rate of pay between male and female employees.

Salary Quartiles

Men

Women



This chart represents the percentage of men and women in each salary quartile.

The Education workforce in the UK

According to Government data sources, there were 503,900 teachers in state-funded schools in England in 2016 (including classroom teachers, head teachers, and deputy and assistant heads). In 2016, almost 3 out of 4 school teachers were female (around 380,000 teachers). This data has been taken from: www.ethnicity-facts-figures.service.gov.uk/work-pay-and-benefits-/public-sector-workforce/school-teacher-workforce/latest#history.

We are confident that people are paid equally for all equivalent roles.

Only 6% of the teaching workforce is male at Bedford Inclusive Learning and Training Trust, which correlates with Government data sources which show that more women are employed in the teaching sector than men.



Whilst the Bedford Inclusive Learning and Training Trust have a predominantly female workforce, a gender pay gap (of 5.6%) exists with regards to the average hourly rate of pay. This is due to 41% of the male workforce employed by the Bedford Inclusive Learning and Training Trust sitting within the upper pay quartile.

The Bedford Inclusive Learning and Training Trust ensure that recruitment and promotion policies and procedures attract both men and women.

The Bedford Inclusive Learning and Training Trust did not pay any bonuses in the year April 2016 - April 2017.

Recruiting diverse talent

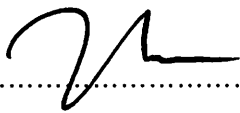
All students and staff who enter an academy under the Bedford Inclusive Learning and Training Trust have an equal value and therefore an entitlement to full equality of opportunity. The Bedford Inclusive Learning and Training Trust promote and celebrate "Equality for All" regardless of gender.

Our Aim

Our aim is to attract and recruit more men to our organisation and teaching in general via gender-neutral adverts.

We will also review our policies to examine if there are ways to improve our working culture.

I confirm that the data reported is accurate.



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Terry Ashmore

For and on behalf of Bedford Inclusive Learning and Training Trust