



Pay Gap report 2021-22

Gender Pay Gap

This is the gender diversity snapshot completed on 5 April 2022. The mean gender pay gap for the whole of Big Life Schools shows that women's pay is 11% higher than men's. The median gender pay gap for Big Life Schools shows that women's pay is 23% lower than men's. Big Life Schools have not paid bonuses in this year and so the gender bonus gap is not applicable.

Big Life Schools is committed to the equal treatment of all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, it:

- Evaluates job roles and pay grades as necessary to ensure a fair structure
- Monitors workforce diversity and sets targets for continual improvement

Big Life Schools is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather it is the result of the roles in which men and women work and the salaries that these roles attract.

The table below shows pay quartiles by gender. This shows the Big Life group's workforce divided into four equal-sized groups based on hourly pay rates, with Band A the lowest-paid 25% of employees (the lower quartile) and Band D the highest-paid 25% (the upper quartile).

Band	Males	Females	Description
A	5%	95%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	5%	95%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	10%	90%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	5%	95%	Includes all employees whose standard hourly rate places them above the upper quartile

{The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017}

Big Life Schools' workforce has a majority of women in all quartiles including the Top Quartile (95%), however the percentage of women is equally high in the Lower Quartile (95%). This includes teaching assistants, nursery workers and other administrative staff, who are predominantly female and where, within the sector, males are often under-represented.

BAME pay gap

Big Life Schools carried out an ethnicity pay gap this year, which illustrated that BAME staff are paid 28% less than staff who are White British. Big Life Schools believes that it pays staff in the same roles equivalent salaries regardless of ethnicity.

Pay Ratio

The pay ratio is the ratio between the highest paid member of staff and the average paid staff. Big Life Schools' pay ratio is 2.63 to 1; the public sector pay ratio is below 12 to 1; and according to CIPD and High Pay Centre the FTSE 100 CEOs and the mean pay package of their employees is 145:1.