



## Gender Pay Gap report 2023

This is the gender diversity snapshot completed on 5 April 2023.

- The mean gender pay gap for Big life Schools shows that women's pay is 12% lower than men's, 1% higher than in 2022.
- The median gender pay gap for Big Life Schools shows that women's pay is 21% lower than men's, 2% lower than in 2022
- 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 Big Life Schools 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).

<b>Band</b>	<b>Males</b>	<b>Females</b>	<b>Description</b>
A	0%	100%	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	18%	82%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile



Band	Males	Females	Description
D	9%	91%	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 most women in all quartiles including the Top Quartile (91%), however the percentage of women is highest in the Lower Quartile (100%). This includes support staff who are predominantly female and where, within the sector, males are often under-represented.

Most organisations have a gender pay gap, Big Life Schools gap compares favourably with that of other organisations, including those within our industry.

#### **Ethnicity pay gap**

The group carried out an ethnicity pay gap for the third time this year which illustrated that BAME staff are paid 17.6% less than staff who are White British, a decrease from 28% in 2022.

Big Life Schools believes that it pays staff in the same roles equivalent salaries regardless of ethnicity. In 2020, Big Life Schools identified that it is diverse, in terms of ethnicity, at entry level and manager level but not at leadership, and this may account for the variation in average pay. The figures over the last three years have reduced, following a plan to address this. Big Life Schools continues to focus on this plan to ensure ethnicity pay gap is reduced at all levels across the organisation.

#### **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 2.62 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 119:1.