



## **2023 Gender Pay Gap Reporting**

Education South West operates as an equal opportunities employer, and does not discriminate in any way regarding recruitment, performance management and employee career development opportunities. Its policies in these areas are freely published.

Staff in all roles, whether teachers or staff other than teachers, are paid on nationally agreed pay scales. All staff, whether male or female, are paid at the same rate for the same job.

The method of calculating the statistics shows the overall headline statistic for ESW to be a supposed pay gap of 54.0%, a drop of 5.1% on the 2022 figure of 59.1%. This can be highly misleading as a figure in itself, and in comparison with other schools and Trusts, because ESW does not outsource any services. All catering and cleaning staff are directly employed, unlike in many similar organisations. For local demographic and social reasons outside of our control, it is predominately women who apply for, and are appointed to, many of these part-time, term-time and relatively lower paid roles.

The Board takes the issue of equality and diversity very seriously, and we regularly review our relevant policies and take action to ensure that they are being properly implemented. We recognise that there can be barriers which prevent women progressing to senior roles, and we do all we can to remove these.

Graham Austin  
Chair of the ESW Board