



2019 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 rates for the same job.

The method of calculating the statistics shows the overall headline statistic for ESW to be a supposed pay gap of 60.5%. 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 many other 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 jobs.

The Board takes the issue of equality and diversity very seriously, and we are undertaking a thorough review of our relevant policies and taking 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 want to do all we can to remove these. A number of initiatives are underway in schools, and we are planning more in our Improvement Plan for next year. For example, we participate in Women into Leadership programmes, and one of our Heads is a trained coach. Our Girls into Physics project has resulted in a big increase in the numbers of girls studying physics at A Level, and a West Country Wonderwomen evening saw over 80 girls being inspired by local female role models. We recognise our obligations not just as employers, but as educators of future citizens, and will continue to discharge this responsibility vigorously.

A handwritten signature in black ink, appearing to read 'Peter Di Giuseppe'.

Peter Di Giuseppe
Chair of the ESW Board