



Sidney Stringer  
Multi Academy Trust

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## **Gender Pay Gap Report 2018**

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#### Introduction

In accordance with the Gender Pay Reporting Regulations employers are required to perform six calculations that show the difference between the average earnings of men and women in the organisation.

The Equality and Human Rights Commission defines the difference between equal pay and the gender pay gap as follows:

- Equal pay means that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010.
- The gender pay gap is a measure of the difference between men's and women's average earnings across an organisation or the labour market.

The report below represents the gender pay gap snapshot for all the schools within Sidney Stringer Multi Academy Trust – Sidney Stringer Academy, Sidney Stringer Primary Academy, Ernesford Grange Community Academy, Riverbank Academy and Radford Academy.

#### Mean Rates of Hourly Pay

The mean gender pay gap is the difference between the sum of the average hourly rates of pay for relevant female colleagues divided by the number of relevant female colleagues, and the sum of the average hourly rates of pay for male colleagues divided by the number of relevant male colleagues.

	2018	2017
Male	£17.29	£17.23
Female	£14.57	£14.34
<b>Gap percentage</b>	<b>15.7%</b>	<b>16.8%</b>

#### Median Rates of Hourly Pay

The median gender pay gap lines up the average hourly rates of pay for female and male colleagues separately in order from lowest to highest, and is the difference between the midpoint rate paid to females and the midpoint paid to males.

	2018	2017
Male	£14.61	£15.17
Female	£11.01	£10.90
<b>Gap percentage</b>	<b>24.6%</b>	<b>28.1%</b>

#### Bonus payments

No bonuses were paid to any member of staff for the reporting period.

### **Proportion of male and female employees according to quartile pay bands**

The proportion of male and female colleagues in each quartile lines up the average hourly rate of pay for all relevant employees together in order from highest to lowest, divides the line-up into four equal quartiles and is the gender split in each quartile.

	Quartile 1 Lower		Quartile 2 Lower Middle		Quartile 3 Upper Middle		Quartile 4 Upper	
	2018	2017	2018	2017	2018	2017	2018	2017
Male	10.1%	15.9%	19.8%	25.7%	26.7%	28.0%	29.9%	36.7%
Female	89.9%	84.1%	80.2%	74.3%	73.3%	72.0%	70.1%	63.3%

### **Analysis**

The 2018 data indicates that the both the mean and median gender pay gaps have narrowed. The trend from 2017 remains in that the ratio of female to male colleagues in each quartile gradually decreases as salaries increase. When this is combined with the MATs gender pay gap figures it shows that the posts which have the lower average hourly rates of pay are predominantly occupied by females. This reflects the fact that the workforce is predominantly female and the majority of both teaching and non-teaching roles are undertaken by women.

The majority of the roles in the lower and lower middle quartiles are part time and term time only posts. These roles tend to attract people who are seeking to balance the demands of a job with other commitments. There are many factors which determine what jobs people choose but a pattern within the education sector is of women working in roles that attract a lower of pay, which may be because of the need to seek a balance between caring responsibilities and work.

### **Supporting Statement**

Salaries at Sidney Stringer Multi Academy Trust are determined via national evaluation schemes which evaluates the job and not the postholder. It makes no reference to gender or any other personal characteristics of existing or potential job holders. Therefore, the Trust is confident it is paying the same salary to roles of equal value. We support the fair treatment of all staff irrespective of gender through our transparent recruitment process, pay and professional development.

We use pay scales for all teachers that are aligned to the School Teachers Pay and Conditions document, which is reviewed on an annual basis. For administrative and support staff we use pay scales set by the National Joint Council for Local Government Services. Staff move through their pay scales for their grade based on a performance management process, meaning earnings are based on performance outcomes, irrespective of gender.

Sidney Stringer Multi Academy Trust operates as an equal opportunities employer, and does not discriminate in any way, as defined by the Equalities Act 2010 and other relevant legislation, regarding recruitment, performance management and employee career development opportunities.

We will also continue to review and update recruitment practices and internal development opportunities to ensure the best person is appointed to the role.

I can confirm that the above information has been prepared from our payroll data on the snap shot date and fairly represents the Gender Pay Gap information for Sidney Stringer Multi Academy Trust.

W Tones

Signed: \_\_\_\_\_

Position: Chief Executive Officer

Date: 29 March 2019