



Sidney Stringer
Multi Academy Trust

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Gender Pay Gap Report 2017

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Mean Rates of Hourly Pay

Male	£17.23
Female	£14.34
Gap percentage	16.8%

Median Rates of Hourly Pay

Male	£15.17
Female	£10.90
Gap percentage	28.1%

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

	Quartile 1 Lower	Quartile 2 Lower Middle	Quartile 3 Upper Middle	Quartile 4 Upper
Male	15.9%	25.7%	28.0%	36.7%
Female	84.1%	74.3%	72.0%	63.3%

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. The data in this report represents the gender pay gap snapshot for Sidney Stringer Multi Academy Trust as at 31 March 2017.

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.

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.

Signed: W Tones

Position: Chief Executive Officer

Date: 23 March 2018