



Gender Pay Gap Report for 2020/21

The Trust is an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in the Trust; it does not involve publishing individual employee data. The snapshot date for this data is 31st March 2020; on this date there were 2 secondary schools and 3 primary schools along with a central team in the Trust.

The Trust is required to publish the results on its website and on the Government's Gender Pay Gap Service website.

The Trust uses pay scales for all teaching staff that align to the nationally agreed School Teachers' Pay and Conditions Document, which is reviewed on an annual basis. For non-teaching support staff, we use the pay scales set by the National Joint Council for Local Government Services (NJC) and local authority area variations for grades. Our employees move through the pay scales for their grade based on a thorough and robust performance management process, meaning earnings are based on performance outcomes, irrespective of gender.

The challenge in our Trust and across Great Britain is to eliminate any gender pay gap.

The Trust's results for the 2020/21 reporting year are:

1. Mean gender pay gap: 25%
2. Median gender pay gap: 35%
3. Mean bonus gender pay gap: 0%
4. Median bonus gender pay gap: 0%
5. Proportion of males and females receiving a bonus payment:
 - a. 0% (male)
 - b. 0% (female)
6. Proportion of males and females when divided into four groups (quartiles) ordered from lowest to highest pay:
 - a. Lower quartile: male 10.2%, female 89.8%
 - b. Lower middle quartile: male 12.7%, female 87.3%
 - c. Upper middle quartile: male 25.4%, female 74.6%
 - d. Upper quartile: male 30.5%, female 69.5%

The results show:

- No bonus payments are made to staff as whole; and
- Female staff are in the greatest proportion across all quartiles, whilst also making up a significant part of the total workforce.



The Trust believes a gender pay gap exists due to the nature of many roles in schools traditionally filled by female workers (i.e. primary school teachers, learning support assistants, midday assistants, cleaners and other non-teaching support staff), whilst more senior positions are in fact more widely shared amongst gender. This is not by design, but as a result of this historic pattern. The Trust does not discriminate in any capacity and these results do not portray illegal practice in any way. Indeed, the results are typical of the multi academy trust sector.

The Trust undertakes many of the Government Equalities Office recommendations to reduce the pay gap including: women involved in short-listing; structured interviews; skills based assessments; advertising salary ranges; transparency in respect of pay.

We can use these results to assess:

- the levels of gender equality in our workplace;
- the balance of male and female employees at different levels; and
- how effectively talent is being maximised and rewarded.

The Trust will consider how we will use these results to address the above gender pay gap. Further details about how we intend to tackle our gender pay gap can be found by:

- talking to your Head Teacher; and/or
- contacting the Trust HR department.

Gender pay reporting requires the Trust to make calculations based on employee gender. We will establish this by using our existing HR and payroll records. All employees can confirm and update their records if they choose to by contacting the HR department at hr@swecet.org

This report is approved by the Board of Trustees on 13th July 2021.