



Gender Pay Reporting Statement

South Essex Academy Trust Data

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 and as an employer with a headcount of over 250 employees, the Trust is required to measure and report on the gender pay gap in our organisation. This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee data.

At the time of reporting, South Essex Academy Trust had five Academies. The Trust also employs staff, with a central team function; Finance, HR, Payroll, Data Protection Management, Estate Management and School Improvement.

Under the regulations, there is a requirement to extract and analyse payroll data for all employees on the snap shot date of 31st March for the relevant reporting year and report on the following six measures;

- mean (average) gender pay gap hourly pay.
- median (mid-point/middle) gender pay gap in hourly pay.
- mean bonus gender pay gap (if relevant).
- median bonus gender pay gap (if relevant).
- proportion of males and females receiving a bonus payment (if relevant).
- proportion of males and females in each pay quartile.

Snap shot date: 31st March 2022

Gender balance relevant workforce

	Total Number	%
Male employees	23	8.3%
Female employees	255	91.7%

Difference in mean and median hourly rate of pay

Full pay relevant employees	Difference in the mean (average) hourly pay %	Difference in the median hourly (mid-point/middle) pay %
Pay gap % difference male to female	21.65%	19.7%

Analysis identifies a 21.65% mean hourly pay gap and a 19.7% median hourly pay gap male to female. Further analysis identifies 47.8 % (11 of 23) of the male comparator dataset are incomparable as full-time roles. It is further recognised that the awarded pay scale, point range and associated hourly rate is determined by role evaluation linked to the Essex NJC pay scales for support staff and School Teachers Pay & Conditions for teaching staff therefore, pay awards are gender blind. Analysis identifies an incomparable dataset of male to female roles and this means that the % mean and median hourly pay gap is not an indicator of unfavourable gender bias.

**Difference in mean and median pay bonus**

Full pay relevant employees	Difference in the bonus pay %	Difference in the median bonus pay%
Pay gap % difference male to female	N/A	N/A

Proportion of male and female employees who were paid bonus pay

Full pay relevant employees	Proportion receiving a bonus %
Male employees (% paid a bonus compared to all male employees)	N/A
Female employees (% paid a bonus compared to all female employees)	N/A

Proportion of male and female employees according to pay band quartiles pay

Full pay relevant employees	Quartile 1 Lower %	Quartile 2 Lower Middle %	Quartile 3 Upper Middle %	Quartile 4 Upper %
Male employees % males to all employees in each quartile.	5.80%	1.45%	15.94%	9.86%
Female employees % females to all employees in each quartile.	94.20%	98.55%	84.06%	90.14%

Supporting statement

I confirm that the information provided in this report has been obtained from our payroll data as at the 31st March 2022.

Signature: ...Simon Harbrow.....

Date: 30th March 2023

Simon Harbrow (Mar 30, 2023, 1:57pm)

Simon Harbrow
Chief Executive Officer

Supporting narrative

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

South Essex Academy Trust use 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 NJC (National Joint Council for Local Government Services). This in part underpins an equality proof structure to pay. Our staff are awarded pay progression through the pay scales for their grade based on a robust performance management process. This means salaries are based on performance related outcomes, irrespective of gender.

The mean (average) % gap difference of male to female of 23.33% and the median (mid-point/middle) % gap of 22.72% is due to the incomparable roles within the male to female datasets. The significantly higher female representation highlights the employment opportunities in schools that facilitates choice for flexible and or part time working which attracts a significantly higher female audience. The overall gender pay gap therefore, largely reflects the Trusts' workforce composition and personal working pattern choices rather than gender pay inequality.

Bonuses are not part of the Trusts pay structure.

The Trusts objective to maintain a non-bias Gender Pay Gap position

South Essex Academy Trust is committed to continuing a proactive approach to eliminating gender bias by:

- Assessing how effectively talent is being maximised and rewarded at all levels of the organisation to include support for progression to QTS status.
- Continuously updating our guidance and policies to help line-managers ensure those returning from maternity, adoption leave feel supported and welcomed.
- Consistent review of current and new roles through the NJC process to ensure pay differences in grades are reduced where possible.
- Consistent monitoring of recruitment data to inform gender pay gap data to include ethnicity data in preparation for future Gender Pay Gap reporting.
- Consistent approach to continued professional development opportunities linked to robust performance management procedure, organisation strategy and individual aspirations.
- Ensuring employees are aware of the Trust's Performance Management Review procedure/pay system and how it operates to support pay progression.
- Reviewing our recruitment processes, where appropriate anonymising the application process to reduce unconscious bias.
- Ensuring that gender equality is a central point in the creation of our Equality Policies.