

Gender Pay Gap Report 2019

Sentamu Academy Learning Trust as an employer are 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 our organisation. We are required to publish the results on our own website and a government website.

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

Snapshot date: 31st March 2019

Difference in mean and median hourly rate of pay (all staff)

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference male to female	10.6%	40.1%

Difference in mean and median hourly rate of pay (teaching staff only)

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference male to female	0.4%	-3.7%

Difference in mean and median hourly rate of pay (non-teaching staff only)

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference male to female	15.4%	2.86%

Proportion of male and female employees according to quartile pay bands (all staff)

	Quartile 1. Lower	Quartile 2. Lower middle	Quartile 3. Upper middle	Quartile 4. Upper
Male (% males to all employees in each quartile)	11.93%	21.10%	29.36%	36.11%
Female (% females to all employees in each quartile)	88.07%	78.90%	70.64%	63.89%

Difference in mean and median bonus pay – not applicable

Proportion of male and female employees who were paid bonus pay – not applicable

Supporting statement

I confirm that the information published here is accurate.

Signature: AN Clewley Date: 5.3.20

Status/position: CEO

Supporting narrative

Teaching staff pay scales are aligned to the School Teachers' Pay and Conditions document which is reviewed nationally on an annual basis. All non-teaching support staff pay is aligned to pay scales set by the National Joint Council for Local Government Services. Staff progress through pay scales for their grade/role based on performance through a robust performance management process, irrespective of gender*.

The difference in the terms and conditions of the two categories of staff affect the way in which hourly pay is calculated. Teachers' hourly pay has been calculated based on 32.5 hours per week term time plus five training days and 28 days holiday pay. i.e. annual salary /223/6.5. We recognise that in reality our teaching staff work additional hours of work but have taken the decision to standardise the calculation. Non-teaching staff salaries are based on a full time equivalent of 37 hours per week all year round.

You will note that when the calculations are applied to different groups of staff, teaching and non-teaching, the pay gap is smaller, particularly with teaching staff, indicating that the pay is more evenly distributed amongst male and female staff within each staff group type. There are no teaching staff in the first quartile figures and only two male staff in the second quartile. The range of roles in the non-teaching group is more diverse and the gap is contributed by the predominance of female applicants in low-graded roles.

Overall there has been a decrease in the gender pay gap this year compared to 2018.

Sentamu Academy Learning Trust is an equal opportunities employer and does not discriminate. We ensure that our job roles are evaluated to ensure fair pay in each role and advertise each job with no gender bias. The pay award for support staff in April 2019 and introduction of new pay scales has been applied to benefit the lowest paid, predominately female, members of staff.

We believe that the pay gap is representative of the gender of applicants to vacancies across the trust particularly in the upper and lower quartiles.

The Trust will continue to monitor the pay gap in our organization and consider how it may be reduced.

*In all Academies for Teaching staff and in some Academies for non-teaching staff.