

Gender Pay Gap Report

Our 2017 gender pay gap report

The Slough and East Berkshire Multi Academy Trust is required by law to carry out gender pay gap 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 & women in our organisation, but does not involve publishing individual colleagues' data.

We are required to publish the results on our own website and to a government website <https://gender-pay-gap.service.gov.uk/Viewing/search-results>, where the results from other organisations can also be viewed.

We can use these results to assess the levels of gender equality in the Trust, in relation to the pay balance of male and female employees at different levels.

It is the first time we have been required to publish this information. We expect to be asked to do this every year, so we will be able to see trends emerging.

Gender pay reporting requires us to make calculations based on colleague gender, and their pay during March 2017. We have done this by using our existing payroll records. We have followed the approach to reporting set out in government guidance at <https://www.gov.uk/guidance/gender-pay-gap-reporting-data-you-must-gather> and <https://www.gov.uk/guidance/gender-pay-gap-reporting-what-employers-must-publish>.

We believe that men and women are paid equally for doing equivalent jobs across the Trust. We use pay scales based on the School Teachers Pay & Conditions Document, and for support staff each academy follows the job evaluation / grading structure adopted in its local authority area – all of which use pay scales set by the NJC.

However, it is clear from the quartile information below that we employ more men in higher paid roles (leadership or senior teaching, and predominantly full time), and substantially fewer men in the lowest paid roles (teaching assistants, lunchtime supervisors, cleaning & catering, many of which are part time).

Gender Pay Gap report March 2018

Snapshot date: 1st March 2018

Difference in mean and median hourly rate of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap % difference male to female	25%	40%

Difference in mean and median bonus pay

	Difference in the mean bonus pay	Difference in the median bonus pay
Pay gap % difference male to female	0	0

Proportion of male and female employees who were paid bonus pay

	Proportion receiving a bonus
Male employees (% paid a bonus compared to all male employees)	0
Female employees (% paid bonus compared to all female employees)	0

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 (% males to all employees in each quartile)	12%	22%	27%	30%
female (% females to all employees in each quartile)	88%	78%	73%	70%

Supporting Statement

Male and Female employees are paid equally for carrying out like for like roles.
I confirm that the information published here is accurate.

Signature: _____

Date: 16/4/18

Position: _____