



Slough and East Berkshire
C of E Multi Academy Trust

Gender Pay Gap Report - for submission March 2024

The Slough and East Berkshire C of E Multi Academy Trust (SEBMAT) 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 and 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.

Gender pay reporting requires us to make calculations based on colleague gender and their pay during the period. We have done this 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>.

The mean gender pay gap is the difference between the mean hourly rate that male employees receive compared to the mean hourly rate that female employees receive. The mean gender pay gap for the Trust has been calculated as **29%**.

The median gender pay gap is the difference between the median hourly rate that male employees receive compared to the median hourly rate that female employees receive. The median gender pay gap for the Trust has been calculated as **45%**.

The Trust has calculated the proportion of males and females into four quartile pay bands dividing the workforce into four equal parts, as follows:

	Male	Female
Lower quartile	10%	90%
Lower middle quartile	15%	85%
Upper middle quartile	22%	78%
Upper quartile	31%	69%

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



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The Trust employs significantly more female staff than male staff, 81% vs 19% respectively. Men and women are paid equally for doing equivalent jobs across the Trust. We use pay scales based on the School Teachers' Pay and Conditions Document, and for support staff each academy follows the job evaluation/ grading structure adopted in our local authority area – all of which use pay scales set by the NJC. SEBMAT is committed to equality of opportunity in recruitment, development, progression and reward for our employees, and we value the diversity of our workforce.

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Gender Pay Gap report March 2024

Snapshot date: 31st March 2023

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	29%	45%

Difference in mean and median bonus pay

	Difference in the mean hourly pay	Difference in the median hourly 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)	10%	15%	22%	31%
Female (% females to all employees in each quartile)	90%	85%	78%	69%

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: 25/3/24

Position: _____