



## SEAX Trust Gender Pay Gap Reporting 2018-19

### Introduction

This report shows the difference in the average pay between all men and women across the SEAX Trust's workforce, which comprised **267** employees at the snapshot date, being five less than the previous year. It is different to equal pay, which is the difference between men and women who do the same job and role in the workforce. SEAX Trust is an equal pay employer.

The snapshot date for SEAX Trust was the **31<sup>st</sup> March 2019**. The data required under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 is as follows:

Average gender pay gap as a mean average between genders	<b>2.89%</b> : Women are paid on average 2.89% <b>lower</b> than men	
Average gender pay gap as a median average between genders	<b>24.65%</b> : Women are paid on average 24.65% <b>lower</b> than men	
Average bonus gender pay gap as a mean average	n/a	
Average bonus gender pay gap as a median average	n/a	
Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment	No bonus payments made	
Proportion of males and females when divided into four groups ordered from highest to lowest pay		
Upper Quartile	<b>Female 71.12% (2018 75.7%)</b>	<b>Male 28.88% (2018 24.3%)</b>
Upper Middle Quartile	<b>Female 74.16% (2018 81.1%)</b>	<b>Male 25.84% (2018 18.9%)</b>
Lower Middle Quartile	<b>Female 88.8% (2018 84.6%)</b>	<b>Male 11.2% (2018 15.4%)</b>
Lower Quartile	<b>Female 89.84% (2018 86.8%)</b>	<b>Male 10.16% (2018 13.2%)</b>

### Gender Pay Gap Narrative

The SEAX Trust's **mean** pay gap falls marginally in favour of men at **2.89%**, explained in part by the fact that SEAX Trust now has a more equal proportion of male to female Headteacher's. This is a change from (minus) -7.6% last year favouring women.

Whilst it is apparent that the **median** pay gap between men and women appears large at **24.65%**, (showing a decrease of 1.3% from the 2018 figures), this is contextualised by the demographic of the employees, in that **80.53%** of the Trust's workforce is female and there is a substantial skew in the lower salaried jobs, such as cleaning, catering and classroom support roles, which are historically and predominantly occupied by females.

SEAX Trust is committed to ensuring that all staff receive equal pay for equal work, regardless of gender, or any other characteristic. Teaching staff are remunerated on the national **School Teachers Pay & Conditions** document (STPCD), an incremental pay scale which rewards them for their professional performance, wider contribution to the schools and their level of experience. At SEAX Trust, support staff pay follows **Local Government Pay Scales** and is regularly reviewed by Trustees and benchmarked on a national and local basis to ensure that pay correctly reflects the complexity of the work undertaken. Male and female staff at SEAX Trust are treated equally on appointment and throughout their careers with us.

*Ruth Sturdy*

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CEO, SEAX Trust.