

# ST. BART'S ACADEMY TRUST

## GENDER PAY GAP DATA



As Accounting Officer for the St. Bart's Academy Trust, I confirm the following Gender Pay Gap Data is accurate.

**Lisa Sarikaya**  
Chief Executive Officer  
St Bart's Multi-Academy Trust

This is the fifth report produced under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. As a public sector body with over 250 employees St Bart's Multi Academy Trust has a duty to measure and report upon its gender pay gap. Data is captured at 31 March in each year. For the purpose of this report, this is March 2021;

### Gender Pay Gap Data Report as at 31.03.2021

- Women's hourly rate is 19.95% lower (mean) and 31.98% lower (median).
- Top salary quartile has 16% men and 84% women
- Upper middle salary quartile has 13% men and 87% women
- Lower middle salary quartile has 10% men and 90% women
- Lower salary quartile has 5% men and 95% women
- Women's bonus pay is 0% lower (mean) and 0% lower (median)
- 0% of men and 0% of women received bonus pay

There are 842 total employees within this period upto March 31<sup>st</sup> 2021. 94 are male and 748 are female. 89% of the total workforce are female and many of the lower quartile jobs (support staff) are ones that are predominantly carried out by a female workforce.

As an employer of over 250 employees, we are required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

St Bart's Multi Academy Trust operates as an Equal Opportunities employer. We are confident that men and women are paid equally for doing equivalent roles across the Trust. In determining pay for our employees, we take account of national agreements for the pay of teachers and support staff, and have always ensured full compliance with equal pay. We are committed to addressing diversity in our Trust. We recruit our employees based on their skills and qualities rather than their demographic characteristics.

Underpinning all our actions, irrespective of gender, are transparent policies including Equality, Equity, Diversity and Inclusion Policy, Recruitment and Selection Policy, Discretionary Leave of Absence Procedure, Flexible Working Policy and Family Friendly Procedures. These policies set out our commitment to ensure fair and equal treatment for all.

#### Pay Gap versus Equal Pay

The gender pay gap is not the same as unequal pay. Unequal pay is giving women less than men for the same work. This has been unlawful since the Equal Pay Act was introduced in 1970. This report explores the reasons why St Bart's Multi Academy Trust continues to have a gender pay gap and identifies how we intend to close the gap.

## **Our results**

St Bart's Multi Academy Trust employs more women than men, and more women than men in every pay quartile, including the top one. There are 842 total employees within this period. 94 are male and 748 are female. 89% of the total workforce are female and many of the lower quartile jobs (support staff) are ones that are predominantly carried out by a female workforce.

## **Factors influencing our gender pay gap**

While we employ more women than men at every level of pay, our gender pay gap is due to the higher proportion of the men employed by the Trust who are in the top pay quartile and the higher proportion of women in the bottom pay quartile. Whilst we have made some progress in the upper quartile since last year, the lower pay quartile still affects the overall pay gap.

This is a national issue, particularly in schools where some roles create a cultural gender split. For example, there are more female staff employed in support roles such as teaching assistants, midday supervisors and cleaners, and these roles mostly fall in to the Lowest Quartile.

We also need to challenge our own practices in respect of staff development and promotion, and to ensure that no unconscious biases or unintended consequences are holding back our female employees from the highest-paid roles. These two factors create a gender pay gap when looking at mean and median for whole staffing figures, although not within grades. We can confirm there is no variation in pay between female and male staff who are undertaking the same role.

## **How we shall continue to close the gender pay gap**

The Trust have a clear set of job descriptions and salary scales that are applied consistently across the trust for all leadership, teaching and support staff roles. This ensures that staff are paid at the correct salary for the job that they are employed to do. Any advertised role has the salary information checked and this is further checked once an appointment is made and a contract issued. We believe in a system of employment though meritocracy and apply this in our 19 academies and within the central team.

As a Trust, we acknowledge that there is continued work to do. This will be informed by the Government Equalities Office guidance to help identify the causes of the gender pay gap and steps that can be taken to eradicate it. This advice will be central to the steps we take to help close the gap.

SBMAT will focus on specific aspects of employment (professional development, progression etc.) from recruitment to termination to identify if women and men leave the Trust at different rates as this could contribute to our gender pay gap. This data will feed in to the recruitment and retention elements of our talent management strategy. Part of our talent strategy is to improve the take up of the apprenticeship levy for those in the lower pay quartile.

We will continue to improve our family friendly initiatives so that they encourage men and women to share childcare responsibilities and encourage employees to take advantage of current arrangements that enable them to fulfil their caring responsibilities, including shared parental leave.