

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.

Mr Chris Brislen
Chief Executive Officer
St Bart's Multi-Academy Trust

Gender Pay Gap Data Report 2020-2021

- Women's hourly rate is 16.38% lower (mean) and 35.78% lower (median).
- Top salary quartile has 14% men and 86% women
- Upper middle salary quartile has 14% men and 86% women
- Lower middle salary quartile has 10% men and 90% women
- Lower salary quartile has 8% men and 92% 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 869 total employees within this period. 101 are male and 768 are female. 86% 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.

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 through meritocracy and apply this in our 19 academies and within the central team.