

# South Bank Multi Academy Trust

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## GENDER PAY GAP REPORT

**Release – March 2020**

South Bank Multi Academy Trust has published its Gender Pay Gap for the second time this year. In line with much of the education sector, there is a substantial pay gap between male and female employees, with a mean pay gap of 19.2% and median pay gap of 24.7%. We recognise that this level of pay gap is unacceptable however, this represents a significant improvement on our previous year's position and the trust is committed to reducing it further.

The trust's workforce is 76.3% female, compared to 81.4% in the previous year. In line with other schools and trusts, a significant number of these employees work in extremely vital but lower paid roles such as classroom support assistants, catering and cleaning staff. This has resulted in the significant gender pay gap in our organisation.

A number of items that help address the gap are already taking place in the trust. In line with City of York Council, we have committed to the Living Wage, which has seen the minimum rate of pay rise to £9 per hour to give our lower paid staff a better deal. Women are well represented in our leadership with a 50:50 Trust board, our Trust Principal being female, and a number of rising high profile female leaders with the appointment of new heads of school.

Our Gender Pay Gap has improved this year, largely due to implementing the Living Wage described above, also a higher proportion of male staff newly employed in the trust during the year being on the lower pay quartiles.

The Trust Board has committed to reducing the gender pay gap over time by applying good practices and guidance in supporting female employees in the work place. This includes unconscious bias training for our key staff, reference to the pay gap when discussing pay policy and increased challenge from trustees on pay policy, ongoing leadership development opportunities for female employees, the introduction of blind shortlisting for interview, supporting part-time employees to progress and the use of flexible working arrangements.