

South Bank Multi Academy Trust

Gender Pay Gap 2020/21

Press Release – March 2021

This is the third year that South Bank Multi Academy Trust has published its Gender Pay Gap data. In line with much of the education sector, there is a sizeable pay gap between male and female employees, with a mean pay gap of 19.4% and median pay gap of 15.1%. We recognise that this level of pay gap is unacceptable however, this represents an improvement on our previous two year's data and the trust is committed to reducing it further.

The trust's workforce is 75.2% female, compared to 76.3% 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 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 £9.25 per hour to give our lower paid staff a better deal. Women are well represented in our leadership with a 50:50 gender representation on the Trust board, our Trust Principal being female at the time of data collection, and a number of rising high profile female leaders with an equal gender split across our Senior Leadership Teams.

Our Gender Pay Gap has improved this year, largely due to the Living Wage described above, also an increasing 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. Further work is taking place to understand potential areas where the gender pay gap arises based on the guidance provided by the Government Equalities Office.