

South Bank Multi Academy Trust

Gender Pay Gap Report – 2022/23 Data

Written by: Katie Dent

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Action required: For information

1 Introduction

1.1 Following the introduction of regulations by the Government Equalities Office, since 2017 employers with 250 or more employees must publish specific figures about their gender pay gap each year, based on a snapshot date of 31 March of the previous year. The data must be published on the employer's own website and on the government's online reporting service. The information which must be published is as follows:

- percentage of men and women in each hourly pay quarter
- mean (average) gender pay gap using hourly pay
- median gender pay gap using hourly pay
- percentage of men and women receiving bonus pay
- mean (average) gender pay gap using bonus pay
- median gender pay gap using bonus pay

1.2 The Trust uses the School Teachers Pay and Conditions pay scales for teachers (MPS, UPS and Leadership) and the National Joint Council (NJC) pay points for support staff across the Trust. The Trust adopts the nationally recommended pay increases for both teachers and support staff.

1.3 The Trust does not make any bonus payments to any employees, therefore this element of gender pay gap reporting is not applicable.

2 Gender Pay Gap Data

2.1 The SBMAT gender pay gap data for the period including 31 March 2023, compared to our position for the previous two years and the education sector and national averages for 2022/23 reports, are as follows. At the date of this report, 10,843 organisations nationally had reported their 2022/23 gender pay gap data, and 942 education organisations had reported.

	SBMAT Mar23	SBMAT Mar22	SBMAT Mar21	Education 22/23	National 22/23
Difference in hourly rate of pay – mean	16.6%	17.0%	22.8%	17.0%	13.1%
Difference in hourly rate of pay - median	17.9%	14.0%	34.7%	25.6%	12%

Employees by pay quartile

	SBMAT Mar23	SBMAT Mar22	SBMAT Mar21	Education 22/23	National 22/23
Upper quartile – Male	33.8%	29.3%	35.0%	34.9%	59.0%
Upper quartile - Female	66.2%	70.7%	65.0%	65.1%	41.0%
Upper middle quartile - Male	26.3%	24.1%	24.6%	28.2%	53.7%
Upper middle quartile - Female	73.7%	75.9%	75.4%	71.8%	46.3%
Lower middle quartile - Male	21.9%	17.6%	17.2%	22.3%	49.3%
Lower middle quartile - Female	78.1%	82.4%	82.8%	77.7%	50.7%
Lower quartile - Male	16.1%	15.4%	14.7%	18.7%	45.1%
Lower quartile - Female	83.9%	84.6%	85.3%	81.3%	54.9%

SBMAT gender profile

Year	Male	Female
March 2023	24.5%	75.5%
March 2022	21.6%	78.4%
March 2021	22.9%	77.1%
March 2020	24.8%	75.2%

Definitions:

Mean – The sum of all the values in a data set divided by the total number of values in the data set.

Median – The middle value of a list of values in a data set.

3 Narrative

- 3.1 The gender pay gap provides a guide to the differential in pay between the Trust’s male and female employees. This data utilises the pay of employees on the ‘snapshot’ date of 31 March 2023 for the 2023/24 report.
- 3.2 Included at Appendix 1 is data on each individual school’s gender pay gap. This indicates that the pay gap tends to be greater at our primary schools than at the secondary schools, which was also the case last year. This is explained partially by the workforce distribution, in that there is a much higher percentage of female staff in primary schools compared to secondary schools. In addition, at this point in time last year, 3 out of the 4 Headteachers at the primary schools are male. It is interesting to note however that both the mean and median gender pay gap in 3 out of the 4 primary schools has reduced since last year.
- 3.3 The mean pay differential compared to last year has improved, and the position in March 2023 is better than the previous 3 years of reporting, as can be seen in the table in section 1. This is positive movement in terms of the Trust’s gender pay gap. The median pay differential is more erratic overtime, having increased from 2020 to 2021, decreased from 2021 to 2022 and then increased slightly again in March 2023.
- 3.4 The percentage difference in the hourly rate of pay shows that, calculated as mean pay, male employees are paid 16.6% (March 2022: 17.0%) more than our female employees,

and when expressed as median pay, male employees are paid 17.9% (March 2022: 14.0%) more than females.

- 3.5 The gender profile of our staff has changed slightly from the 2022 report; as at 31 March 2023 the split was 24.5% male to 75.5% female. This is an increase in the number of males employed by the Trust. However, the data still confirms a gender imbalance across the pay grades, which reflects the gender imbalance in employment across the Trust.
- 3.6 When compared with the national data and education specific data, the Trust has a higher percentage of female staff employed in the upper quartile (66.25%); this is a decrease on last year (70.7%) but is still higher than previous years. However, the Trust also has a higher percentage of female staff employed in the lowest quartile, and this figure at 83.9% is much higher than nationally (54.9%), but broadly in line with the rest of the education sector (81.3%). These figures could be explained through the higher percentage of female staff the Trust has overall.
- 3.7 The Trust supports equality of opportunity and recognises that there is a gender imbalance across the organisation. We continue to review our recruitment and promotion practices to ensure equal access to job roles across the organisation, that suit an individual's personal needs. This is being achieved by reviewing our practices against the Government Equalities Office documents on closing the gender pay gap and other good practice guidance.
- 3.9 Specific actions we have undertaken, or will be undertaking, in order to address the Trust's gender pay gap, are as follows:
- The development of a People Strategy which will include equality and diversity and recruitment and retention strands
 - Centralised approval and tracking processes for recruitment and staffing changes, to ensure these are consistent and in line with the Trust's Scheme of Delegation
 - Review of the SBMAT Pay Policy, including the decoupling of pay and performance for teachers
 - In the 2024/24 academic year, the Trust will be looking to commence a job evaluation process to ensure support staff employees are paid appropriately and fairly

3.10 Additionally, since September 2021 we have collated equalities data from recruitment candidates to improve our understanding of the application process and develop strategies to improve our data.

4 Next Steps

4.1 As well as the existing and proposed actions outlined above, the Trust can consider the key questions as provided by the Government Equalities Office, to help understand the potential causes of a gender pay gap, as follows:

- Do people get 'stuck' at certain levels within your organisation?
- Is there gender imbalance in your promotions?
- Are women more likely to be recruited into lower paid roles in your organisation?
- Do men and women leave your organisation at different rates?
- Do particular aspects of pay (such as starting salaries and bonuses) differ by gender?
- Do men and women receive different performance scores on average?
- Are you doing all that you can to support part-time employees to progress?
- Are you supporting both men and women to take on caring responsibilities?

4.2 Many of these questions can also feed into the Trust's People Strategy, with specific action plans developed over time.

4.3 Further information from the Government Equalities Office regarding gender pay gap reporting is at the following links:

https://gender-pay-gap.service.gov.uk/public/assets/pdf/Evidence-based_actions_for_employers.pdf

<https://gender-pay-gap.service.gov.uk/public/assets/pdf/action-plan-guidance.pdf>

Appendix 1

Reporting period	SB MAT Mar-23	SB MAT Mar-22	SB MAT Mar-21	SB MAT Mar-20		CAR Mar-23		KPS Mar-23		MIL Mar-23		SCA Mar-23		WOO Mar-23		YHS Mar-23
Difference in hourly rate of pay - mean	16.6%	17.0%	22.8%	19.4%		8.5%		10.9%		7.0%		23.5%		30.2%		12.7%
					Mar-22	18.2%		20.0%		10.6%		21.6%		40.3%		11.0%
Difference in hourly rate of pay - median	17.9%	14.0%	34.7%	15.1%		27.4%		3.2%		14.30%		16.5%		16.0%		16.5%
					Mar-22	35.5%		2.3%		0.0%		22.8%		26.0%		10.1%
Distribution of workforce: Female	75.5%	78.4%	77.1%	75.2%		81.8%		86.5%		67.6%		83.5%		94.2%		65.8%
					Mar-22	87.3%		89.8%		68.3%		87.9%		96.1%		67.9%
Male	24.5%	21.6%	22.9%	24.8%		18.2%		13.5%		32.4%		16.5%		5.8%		34.2%
					Mar-22	12.7%		10.2%		31.7%		12.1%		3.9%		32.1%
Lower quartile - Female	83.9%	84.6%	85.3%	88.2%		100.0%		87.5%		71.1%		90.0%		94.1%		82.9%
					Mar-22	93.3%		84.6%		67.9%		96.2%		100.0%		83.3%
Lower quartile - Male	16.1%	15.4%	14.7%	11.8%		0.0%		12.5%		28.9%		10.0%		5.9%		17.1%
					Mar-22	6.7%		15.4%		32.1%		3.8%		0.0%		16.7%
Lower middle quartile - Female	78.1%	82.4%	82.8%	74.2%		72.7%		87.5%		75.6%		95.0%		100.0%		67.5%
					Mar-22	93.8%		92.6%		69.1%		92.6%		100.0%		66.7%
Lower middle quartile - Male	21.9%	17.6%	17.2%	25.8%		27.3%		12.5%		24.4%		5.0%		0.0%		32.5%
					Mar-22	6.2%		7.4%		30.9%		7.4%		0.0%		33.3%
Upper middle quartile - Female	73.75%	75.9%	75.4%	73.0%		81.8%		83.3%		62.2%		75.0%		88.2%		57.5%
					Mar-22	87.5%		92.6%		69.1%		92.6%		89.5%		59.5%
Upper middle quartile - Male	26.25%	24.1%	24.6%	27.0%		18.2%		16.7%		37.8%		25.0%		11.8%		42.5%
					Mar-22	12.5%		7.4%		30.9%		7.4%		10.5%		40.5%
Upper quartile - Female	66.25%	70.7%	65.0%	65.6%		72.7%		87.5%		31.4%		73.7%		94.4%		55.0%
					Mar-22	75.0%		88.9%		61.8%		85.2%		94.7%		61.9%
Upper quartile - Male	33.75%	29.3%	35.0%	34.4%		27.3%		12.5%		38.6%		26.3%		5.6%		45.0%
					Mar-22	25.0%		11.1%		38.2%		14.8%		5.3%		38.1%