

Severn Academies Educational Trust Gender Pay Gap Report – 31 March 2019

Pay gap % difference in mean and median hourly rate of pay male to female

All Full Pay Relevant Staff

	Male	Female	Difference
Mean	£23.43	£17.42	25.65%
Median	£18.75	£10.08	46.24%

All Full Pay Relevant Teaching Staff including Leadership Team

	Male	Female	Difference
Mean	£35.55	£31.17	12.32%
Median	£32.19	£31.15	3.2%

All Full Pay Relevant Support Staff

	Male	Female	Difference
Mean	£10.12	£10.14	-0.2%
Median	£9.73	£9.68	0.51%

Pay gap % difference in mean and median bonus pay male to female

	Male	Female	Difference
Mean	N/A	N/A	N/A
Median	N/A	N/A	N/A

Proportion of male and female employees according to quartile pay bands

All Full Pay Relevant Staff

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male (% males to all employees in each Quartile)	17%	20.5%	21.5%	31.7%
Female (% females to all employees in each Quartile)	83%	79.5%	78.5%	68.3%
Mean Pay Gap	-6.50%	0.22%	2.01%	9.16%

All Full Pay Relevant Teaching Staff including Leadership Team

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male (% males to all employees in each Quartile)	22.04%	24.56%	26.31%	46.42%
Female (% females to all employees in each Quartile)	77.96%	75.43%	73.7%	53.8%
Mean Pay Gap	-4.55%	-0.11%	0.97%	8.62%

All Full Pay Relevant Support Staff

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male (% males to all employees in each Quartile)	22.6%	16.3%	24.1%	16.5%
Female (% females to all employees in each Quartile)	77.4%	83.7%	75.8%	83.5%
Mean Pay Gap	-10.05%	-5.62%	0.66%	1.02%

Supporting Narrative

Severn Academies Educational Trust (SAET) is a multi-academy trust comprising of 7 academies (2 secondary and 5 primary) representing 3000 learners from nursery to post 16 study.

SAET employs 596 staff, 367 on NJC Terms and Conditions and 229 on Teachers Terms and Conditions. The gender composition of the employees is 78.52% female and 21.48% male.

Whilst there is a 1.04% increase in male staff employed by SAET in comparison to 2018 data, in relation to the 2011 census, updated 2019, there is still an under-representation of male employees compared to the general population of England and Wales where 49% are male and 51% are female. This under-representation of male employees is typical of the sector and is particularly prevalent within Primary Schools.

The current mean gender pay gap of all employees within the Trust is 25.65% which is down from 2018, but is still above the national mean of 17.3%. However, the result of the analysis of those employed on different terms and conditions, shows that the current gender pay gap for Teaching Staff is 12.32% and for Support Staff is -0.2% in favour of women employees.

The current median gender pay gap for all employments has reduced by 5.83% since 2018, but is still significant at 46.24%. However, as the Trust employs staff on two separate types of terms and conditions, jobs and levels of pay are not obviously comparable. Individual analysis of like for like roles shows the median gender pay gap for both sets of employees is much lower at 3.2% for teachers and 0.51% for Support Staff.

Bonus payments do not form part of the Trust pay policy and therefore, no data is available.

Analysis of quartile bands for all staff, shows that there are still some significant gender pay differences, with the lower quartile being in favour of women and the remaining three in favour of men, particularly in the upper quartile.

Further analysis, separating the total number of employees based on terms and conditions, shows a reduced pay gap in all quartiles for those employed on Teachers terms and conditions, with a pay gap in favour of women in the lower and lower middle quartiles. This is indicative of the employee demographic with 44% of employees in the early stages of their teaching careers being female.

For support staff the results show a much reduced gap in all quartiles with the lower and lower middle being in favour of women and the upper middle and upper quartiles being slightly in favour of men.

Equal pay is an overall strength of the sector due to the effect use of national pay scales for teachers and support staff in schools. SEAT have adopted the pay scales set nationally for teachers and use a pay structure that is made up of the NJC spinal column points for support staff and pay scales are based on an analytical job evaluation scheme. Therefore, any differences in pay between men and women on the same pay grade are attributed to differences in length of service.

Supporting Statement

I confirm that the information published here is accurate.

Signature:



Status/Position: Chief Executive Officer

Date: 30 March 2020