



Gender Pay Gap Report

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, and as an employer with over 250 employees, SMART (South East Cornwall Multi Academy Regional Trust) is required to measure and report on the gender pay gap in the organisation. The Trust is a public sector body and has a data capture of 31st March each year.

Under the regulations there is a requirement to report on the following six measures:

- The difference in the mean pay of full pay male and female expressed as a percentage
- The difference in the median pay of full pay male and female expressed as a percentage
- The difference in the mean bonus pay of full pay male and female expressed as a percentage
- The difference in the median bonus of full pay male and female expressed as a percentage
- The proportion of male and female employees who were paid bonus pay
- The proportion of full pay male and female employees in each quartile pay bands

Snapshot date: 31st March 2022

Difference in mean and median hourly rate of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference male to female	19.3%	44.6%

Difference in mean and median bonus pay

	Difference in the mean bonus pay	Difference in the median bonus pay
Pay gap. % difference male to female	N/A	N/A

Proportion of male and female employees who were paid bonus pay

	Proportion receiving a bonus
Male employees (% paid a bonus compared to all male employees)	N/A
Female employees (% paid a bonus compared to all female employees)	N/A

Proportion of male and female employees according to quartile pay bands

	Quartile 1. Lower	Quartile 2. Lower middle	Quartile 3. Upper middle	Quartile 4. Upper
Male (% males to all employees in each quartile)	22.48%	14.55%	35.25%	39.25%
Female (% females to all employees in each quartile)	77.52%	85.45%	64.75%	60.75%

There were no bonuses paid in the period.

Narrative

South East Cornwall Multi Academy Regional Trust has three secondary schools, three small primary schools and two nurseries.

The challenge in our organisation is to eliminate any gender pay gap. It is known that women apply to work in the education sector due to attractive working patterns, willingness to accommodate requests for part time roles and, in the case of support staff, the availability of 'term time only' contracts that facilitate working around childcare responsibilities. SMART follows this model which means that when we take an overall average for female staff, it is much lower than the overall average for males.

During the reporting period 28% of the overall workforce in the Trust were male and 72% were female.

The Trust has a mean gender pay gap of 19.3% (an increase from 15.3% from the 2021 report) which, although higher than the national average of 8.3% across all sectors, compares favourably with the national figure of 26% in the education sector.

It is disappointing that the percentage of female staff in the top pay quartile decreased from 63.22% in 2021 to 60.75% in 2022 whilst the corresponding percentage of male staff in the top pay quartile increased from 36.78% to 39.25%. This can be attributed to the natural turnover of staff at senior level where during the year male candidates were successful when applying for vacancies that had previously been filled by female members of staff. However, the percentage of female staff in upper middle band increased from 58.42% in 2021 to 64.75% in 2022 where it seems that pattern was reversed. In all recruitment campaigns appointments are made on merit, and by adhering to SMART's policies that have been rigorously debated and consulted upon.

The Trust operates nationally agreed pay scales for all staff. All SMART job roles are evaluated to ensure fair pay across all roles and we advertise each job with no gender bias. All our policies are subject to an annual impact assessment evaluation.

Dan Buckley
Chief Executive Officer