



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 2018

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	24.7%	50.9%

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)	17.50%	19.66%	28.57%	48.41%
Female (% females to all employees in each quartile)	82.50%	80.34%	71.43%	51.59%

There were no bonuses paid in the period.

Narrative

There is a pattern of working in schools across the country in which approximately half the staff are graduate teachers and half are support staff. Whereas the number of female and male senior managers and teachers are similar to each other, the majority of support staff are female (over 80%) meaning that when we take an overall average for female staff it is much lower than the overall average for males. In this regard the gap is similar to most schools and therefore most Multi Academy Trusts. The national average mean gender pay gap is 14.1% across all industries. The Trust has a mean gender pay gap of 24.7% which is similar to other large schools and Multi Academy Trusts.

Whilst there are some comparisons to be made with the data from March 2017, the Multi Academy Trust has expanded from one secondary school and one small primary school at the capture date in 2017 to now include three secondary schools and three small primary schools.

We are aware that the majority of our support staff are female and are paid at a lower rate than our male employees who are mainly employed in teaching posts. Also, in some of the trust's schools, the cleaning and catering staff are employed directly rather than being outsourced and the vast majority in these roles are also female. Nationally, women tend to apply to work in the education sector due to attractive working patterns, especially term time only contracts to work around child care responsibilities.

We ensure that our job roles are evaluated to ensure fair pay in each role and advertise each job with no gender bias. The trust operates nationally agreed pay scales for all staff and has now adopted the National Joint Council pay scales in all schools to ensure national parity across all support staff which will further improve the gender pay gap in April 2018 which will be reflected in the report that will be issued next year.

Dan Buckley

Chief Executive Officer