

**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

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| --- |
| **Snapshot date: 31st March 2021** |

**Difference in mean and median hourly rate of pay**

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| --- | --- | --- |
|  | **Difference in the mean hourly pay** | **Difference in the median hourly pay** |
| Pay gap. % difference male to female | 15.3% | 36.6% |

**Difference in mean and median bonus pay**

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| --- | --- | --- |
|  | **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**

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| --- | --- |
|  | **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) | 25.00% | 18.28% | 41.58% | 36.78% |
| Female (% females to all employees in each quartile) | 75.00% | 81.72% | 58.42% | 63.22% |

There were no bonuses paid in the period.

**Narrative**

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

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 period in question 30% of the overall workforce in the Trust were male and 70% were female. No staff were put on furlough during the Covid-19 pandemic.

The Trust has a mean gender pay gap of 15.3% (a decrease from 21.7% in 2020).

It is encouraging to note the percentage of female staff in the top pay quartile increased from 49.35% in 2020 to 63.22% in 2021.

The Trust operates nationally agreed pay scales for all staff. All SMART job roles are evaluated to ensure fair pay in each role 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