



Date	Changes
03/03/2025	Approved by the Trust Remuneration Committee

Review date: 31st March 2026

Gender Pay Gap Report 2024

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 on 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 band

Snapshot Date: 31st March 2024

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	22.4%	46.1%

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)	14.29%	17.43%	39.17%	40.66%
Female (% females to all employees in each quartile)	85.71%	82.57%	60.83%	59.34%

There were no bonuses paid in the period.

Narrative

South East Cornwall Multi Academy Regional Trust has three secondary schools (two with sixth form provision), three small primary schools and two nurseries.

The challenge in our organisation is to eliminate any gender pay gap. It is known that working in the education sector is an attractive option for many due to the 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 enable a balance with family caring responsibilities. This results in a high proportion of female employees for SMART and the impact is reflected in our pay figures which show that when we take an overall average for female employees, it is much lower than the overall average for male employees.

During the reporting period 28% of the overall workforce in the Trust were male and 72% were female, which is consistent with the two previous years. The total workforce number reduced by 25.

The Trust has a mean gender pay gap of 22.4% (an increase from 19.8% from the 2023 report). This compares very favourably to the national figure of 32% [\(as reported last April\)](#) meaning SMART is in the best performing quartile nationally but still well above the best performing large Trust last year which achieved 13.6% up from 12% the year before (Ark Trust).

The percentage of female employees in the upper pay quartile increased from 58.95% in 2023 to 59.34% in 2024, however in the upper middle pay quartile there was a decrease from 63.64% to 60.83%. These changes can be attributed to the turnover of employees in these quartiles and some male candidates being the best performers when applying for vacancies that were previously held by female employees.

All recruitment campaigns operate in line with SMART's recruitment policy which promotes equal opportunities; fair, transparent and non-discriminatory selection processes; and appointments on merit. SMART's policies are rigorously debated and consulted upon with trade union representatives prior to implementation.

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

Dan Buckley
Chief Executive Officer