

# Gender Pay Gap Report 2019



March 2020

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The Stour Academy Trust (TSAT) as an employer is required by law to carry out Gender Pay Reporting, under the equality act 2010 (gender pay gap information) regulations 2017, to demonstrate how large the pay gap is between our female and male employees.

***Although we have been advised that we do not have to report on this information due to COVID-19, we have decided to share this information as a matter of interest.***

We publish these results on our website before 31<sup>st</sup> March each year. We use the results to assess:

- The level of gender equality in our workplace
- The balance of female and male employees at different levels
- How effectively talent is being maximised and rewarded

The overall gender pay gap is defined as the difference between the mean (average) or median (actual mid-point) hourly rate of pay of female and male employees.

The results of the statutory calculations for the current year are:

**1. Mean Gender Pay Gap**

The difference between the mean hourly rate of pay that female and male full pay relevant employees receive is 32.95%

**2. Median Gender Pay Gap**

The difference between the median hourly rate of pay that female and male full pay relevant employees receive is 44.57%

**3. Mean and Median Bonus Gap**

The percentage of employees who received bonus payments:

Female 10.39%

Male 40%

***(this information relates to those teaching staff and support staff -at the top of their pay band - who receive one-off payments to accommodate the reflection of their performance management review).***

Of these payments:

The difference between the mean bonus pay that female and male employees receive is 68.51%

The difference between the median bonus pay that female and male employees receive is 74.2%

**4. The proportion of males and females in each Quartile Pay Band**

As displayed in the following table, TSAT has a much higher proportion of females in all quartiles

Gender	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Female	98.72%	96.43%	85.14%	86.11%
Male	1.28%	3.57%	14.86%	13.89%

**Supporting Statement**

The Stour Academy Trust is committed to the promotion of equality of opportunity and choice for employees and supports the fair treatment of all staff irrespective of gender, through our transparent recruitment processes, pay policy and professional development. All our posts are aligned to nationally agreed pay scales and our female and male staff are paid within the same pay band for the same job role.

The Gender Pay Gap is a high level, non-adjusted indicator of female and male earnings which is affected by workforce distribution and workforce make-up.

The majority of staff are in the lower pay quartiles and the workforce is predominantly female therefore the gap between the 'average' female hourly rate of pay and the 'average' male hourly rate of pay is significantly affected.

The overall pay gap reflects workforce composition rather than pay inequalities.

**Declaration:**

I confirm that the above information has been prepared from our payroll data on the snapshot date and fairly represents the Gender Pay Gap information for The Stour Academy Trust.



Name: Simon O'Keefe, Chief Executive Officer  
23<sup>rd</sup> March 2020