

# Gender Pay Gap Report 2023 submission

(1st April 2021 – 31st April March 2022)



**The Stour Academy Trust**

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.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation. 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 16.76%

**2. Median Gender Pay Gap**

The difference between the median hourly rate of pay that female and male full pay relevant employees receive is 45%

**3. Mean and Median Bonus Gap**

The percentage of employees who received bonus payments:

Female 0.65%

Male 6.45%

*(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 received within this financial year is -8.21%

The difference between the median bonus pay that female and male employees received within this financial year is -8.21%

**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	97%	93.02%	85.71%	87.65%
Male	3%	6.98%	14.29%	12.35%

## **Supporting Statement**

The Stour Academy Trust is committed to the promotion of equality of opportunity and choice for all employees and supports the fair treatment of all staff irrespective of gender, through our transparent recruitment processes, pay policy and professional development. The Trust recruits to oppose gender specific roles and has employees in positions that nationally are considered gender biased. When carrying out a comparison of roles, there is no pay differentiation between male and female employees. All 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 our staff are in the lower pay quartiles are employed on a pro-rata basis (part time hours, on a term time only basis, which aligns their attendance with the attendance of pupils). This is a factor that influences the decision of applicants. As such, the workforce is predominantly female and therefore significantly impacts the gap between the 'average' female hourly rate of pay and the 'average' male hourly rate of pay. The overall pay gap therefore reflects workforce composition rather than pay inequalities.

It should be noted that this year's figures shows an increase in females within the upper quartile.

### **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.



Rachael Howell  
Chief Executive Officer  
29<sup>th</sup> April 2022