

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.



Rachael Howell
Chief Executive Officer
26th April 2021