

Gender pay gap reporting statement

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, any school with 250 or more employees must publish a gender pay gap statement on their website, which includes specific information about how both males and females are paid at their school.

Public sector organisations must publish their statement by **30 March** each year. Due to Covid 19 this date was extended in 2020. Businesses and charities must publish their statement by **4 April** each year.

Employee overview

Our gender pay gap information is based on the total number of male and female full-pay employees. This is as follows:

Gender	Total number of full-pay employees
Male	32
Female	198

Mean and median information

The table below shows the difference in hourly pay between our male and female full-pay employees.

	Mean gender pay gap in hourly pay (+/-)	Median gender pay gap in hourly pay (+/-)	Mean gender hourly pay gap (%)	Median gender hourly pay gap
Difference in pay for female employees 2019	-6.84	-10.61	33.40	52.3
Difference in pay for female employees 2020	-7.22	-13.12	33.80	56.9

Proportion of employees receiving bonuses

The Trust does not operate a bonus scheme and all information regarding level of pay can be found in the Trust Pay Policy

How do we use this gender pay gap information?

Trustees review this information on an annual basis through the Personnel Committee and all data is provided via our Trust payroll provider. This information informs policy and planning to encourage more males to join a predominantly female sector (Primary and Nursery education/provision) and to ensure parity across the Trust particularly at a senior level. Information is also collated from the Government.UK website Gender Pay reporting to benchmark the Trust against other Diocesan MATS.

Why does our Trust have a gender pay gap?

The Trust is responsible for four Primary Academies and one Secondary Academy. The Primary Sector traditionally attracts a higher number of females. Benchmarking data from the Diocese of Ely and the Diocese of Bath and Wells Multi Academy Trusts shows the difference in hourly rate (Mean %) of 16% and 24.8% respectively with St Benet's 33.80%. (Data source: <https://gender-pay-gap.service.gov.uk/compare-employers>) St Benet's is a new school-led Multi Academy Trust and has a small but growing number of rural schools, along with part time posts which attract staff who need to work around their family/personal circumstances, and the two new academies due to convert this academic year also have a high ratio of females in post.

How is our Trust working to reduce the gender pay gap?

St. Benet's MAT is committed to ensuring that all staff receive equal pay for equal work regardless of gender. We follow the School Teachers' Pay and Conditions Document for setting Teachers' pay, and the NJC for Local Government Services guidance for setting Associate Staff pay. We use a job evaluation scheme to determine the salary for a role. This ensures that roles of equal value are paid the same salary, i.e. men and women who carry out the same job, similar jobs, or work of equal value, are paid the same. The Trust will continue to monitor the gender split, pay, and ensure inequalities do not occur at each stage of the recruitment process and throughout the employee lifecycle.