

South Lincolnshire Academies Trust - Gender Pay Gap Reporting

South Lincolnshire Academies Trust supports the fair treatment of all staff irrespective of gender through our transparent recruitment process, pay and professional development. Our policies include Equality and Pay (incorporating performance management).

South Lincolnshire Academies Trust had 335 employees on the snapshot date of 31st March 2019. 232 (75%) were female and 79 (25%) were male.

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile	Median Pay Gap	Mean Pay Gap
South Lincolnshire Academies Trust	79% F 21% M	67% F 33% M	71% F 29% M	82% F 18% M	0.00% Equal	3.45% Lower for Females

- In the lower quartile and upper middle quartile, the female/male split mostly reflects the overall gender split.
- There is a similar split of females in both the lower and upper quartile. This demonstrates that although there are a majority of females in the lower pay grades, there are just as many females represented in leadership roles.
- Males are more represented in the middle quartiles.
- No bonuses were paid to any staff for the reporting period.

We use pay scales for all teachers that are aligned to the School Teachers Pay and Conditions document, which is reviewed on an annual basis. For non-teaching staff we use pay scales set by the NJC (National Joint Council for Local Government Services). Staff move through the pay scales for their grade based on performance in role and therefore earnings are based on performance outcome irrespective of their gender.

Supporting Statement

I can 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 South Lincolnshire Academies Trust.

Signed:



Executive Headteacher and Accounting Officer