



South Lincolnshire Academies Trust - Gender Pay Gap Report 2022

As an employer with over 250 employees, South Lincolnshire Academies Trust is required to measure and report on the gender pay gap in the organisation.

South Lincolnshire Academies Trust had 399 employees on the snapshot date of 31st March 2022.

The Trust operates as an equal opportunities employer and does not discriminate in any way regarding recruitment, performance management and employee career development opportunities (as defined by the Equalities Act 2010 and other relevant legislation). Trust policies include Equality and Pay (incorporating performance management).

South Lincolnshire Academies Trust use pay scales for all teachers aligned to the School Teachers Pay and Conditions document, which is reviewed annually. Non-teaching staff pay grades are anchored to salary points on the NJC national pay spine (National Joint Council for Local Government Services). Staff move through the pay scales within their grade based on performance in role.

Median Pay Gap	Mean Pay Gap	Gender	Overall % Split	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
24.6% ↑	14.7% ↑	Female	74% ↑	84% ↑	81% ↓	65% →	67% →
		Male	26%	16%	19%	35%	33%

Arrows indicate the direction of trend compared to last year

- The lower and lower middle quartiles are largely represented by non-teaching staff members. There is a higher number of females than males compared to the overall gender split. This is mostly due to the majority of non-teaching roles being part-time, term time only. They tend to be filled by female workers who seek the flexibility of working in a school to support a family work life balance. These quartiles include a large number of exam invigilators employed by the trust who are also predominantly female.
- The median and mean pay gap percentages detailed above reflect the higher number of females on the lower pay grades, which is representative of the job they are undertaking and not because they are paid less than males for the same job role.



- In the upper middle quartile, although the number of females represented are slightly lower than the overall gender split, there is no pay gap between females and males (Median 0.0% Mean 1.7%).
- In the upper quartile, although the number of females represented is slightly lower than the overall gender split, there is a very small pay gap between females and males (Median -1.7% Mean 1.9%).
- Females are strongly represented in leadership roles. In the 20 highest paid employees 14 of them were female.
- No bonuses were paid to any staff for the reporting period.
- South Lincolnshire Academies Trust are confident that males and females are paid equally for doing equivalent jobs across the organisation. Workforce composition is the main reason for the pay gap in the lower quartiles, rather than pay inequalities.

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.

Executive Headteacher and Accounting Officer