

## **South Lincolnshire Academies Trust - Gender Pay Gap Reporting**



South Lincolnshire Academies Trust supports the fair treatment of all staff irrespective of gender.

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

Trust policies include Equality and Pay (incorporating performance management).

South Lincolnshire Academies Trust had 320 employees on the snapshot date of 31<sup>st</sup> March 2020. 244 (76%) were female and 76 (24%) were male.

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile	Median Pay Gap	Mean Pay Gap
South Lincolnshire Academies Trust	86% F 14% M	67% F 33% M	72% F 28% M	79% F 21% M	9.2% lower for females	7.10% lower for females

- We have had an increase in part time support staff roles in the lower quartile. The percentage of females within our organisation has increased by 7% in this quartile in comparison to 2019. Many support staff roles are part-time, term time only, and mainly filled by female workers who seek the flexibility of working in a school to fit with family and work life balance.
- In the upper middle quartile, the female/male split mostly reflects the overall employee gender split.
- The percentage of females in the upper quartile are slightly higher than the overall female percentage. This demonstrates that although females are widely represented in the lower quartile, females are as equally represented in leadership roles.
- 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.

A handwritten signature in black ink, appearing to read "L. Carley". The signature is written in a cursive style and is positioned above a horizontal line that serves as a separator between the signature and the printed name below.

Executive Headteacher and Accounting Officer