



**Gender Pay  
Gap Report  
2023**

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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 508 employees on the snapshot date of 31<sup>st</sup> March 2023. This has increased in comparison to the 2022 figure of 399 due to Cowley Academy joining our Multi Academy Trust on 1 September 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 Equality 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
29.4% ↑	14.9% ↑	Female	76% ↑	83% ↓	84% ↑	69% ↑	68% ↑
		Male	24%	17%	16%	31%	32%

Arrows indicate the direction of trend compared to last year.

- The lower and lower middle quartiles are represented by non-teaching staff members. In these quartiles there is a higher number of females than males compared to the overall gender split (overall female gender split 76%, lower quartile 83%, lower middle quartile 84%). 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.
- In the lower quartile females are paid more than males. Pay is representative of the job they are undertaking and not because they are paid differently for the same job role. Combining the lower middle quartile with this data shows that the balance of pay between males and females is aligned across the non-teaching roles.

- The upper middle quartile starts to include teaching staff pay. The number of females represented is slightly lower than the overall gender split (overall female gender split 76%, upper middle quartile 69%). There is a larger gap in this quartile than last year due to the addition of the 4<sup>th</sup> school in the Trust and the number of females in the early stages of their Teaching career (Median 6.9% Mean 3.5%).
- In the upper quartile, although the number of females represented is slightly lower than the overall gender split, there is no pay gap between females and males (Median -1.5% Mean 0.2%).
- Females are strongly represented in leadership roles. In the 10 highest paid employees the gender split is 50/50. In the 20 highest paid employees 70% 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.



Chief Executive Officer and Accounting Officer