

Sapientia Education Trust - Gender Pay Gap Report

March 2018

The Trust is committed to equal opportunity and equal pay. This report sets out the Equality Act 2010 Gender Pay Gap information. The gender split across the Trust (as at Mar 31st 2018) was 75.3% female and 24.7% male.

The gender split in the lower quartile was 76.9% female and 23.1% male, a slight decrease on the total gender split and the hourly rate ranged from £7.83 to £9.15 in this quartile.

The lower middle quartile gender split was however, 83.7% female and 16.3% male. The roles within this quartile are roles that usually attract individuals who want to work part-time (lunchtime assistants, kitchen assistants, teaching assistants), and term time only which attracts more females. This trend is consistent throughout all the schools. The hourly rates for this quartile are £9.15 to £11.97 per hour.

The upper middle quartile gender split is 74.8% female to 25.2% male. This correlates with the overall Trust gender split. Roles in this quartile include classroom teachers, medical centre nurses, academic support staff and the pay ranges from £11.99 per hour to £22.35 per hour. The upper quartile gender split is 66.4% female and 33.6% male. Roles within this quartile are predominately Heads of Department/Lead teachers. It is worth noting that the gender split of the senior team is predominately female, on a ratio of five females to three males.

The change in the gender gap compared to last year is due to seven small primary schools joining the Trust, statistically more women work in primary than male and pay is lower for headteachers in primary schools.

Pay scales are applied to the roles not individuals and robust recruitment practices exist. 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.

I confirm that the published information above is accurate.

Tina Smith
Director of HR