

## SAPIENTIA EDUCATION TRUST (SET)

At SET we value diversity and are committed to equality within our workforce. We support fair and transparent treatment of all our staff irrespective of gender.

The Equality Act (Gender Pay Gap Information) Regulations 2017 require the Trust to report every year the differences in the aggregate pay and bonuses of men and women. The Trust's gender split is shown below with a 66.3% female workforce.

### PAY QUANTILES BY GENDER

GENDER SPLIT OVERALL		
<b>216</b>	<b>Female</b>	<b>66.3%</b>
<b>110</b>	<b>Male</b>	<b>33.7%</b>

### MEAN & MEDIAN PAY GAPS

<b>A</b>	<b>£16.43</b>	<b>MEAN HOURLY RATE (male)</b>	
<b>B</b>	<b>£13.68</b>	<b>MEAN HOURLY RATE (female)</b>	
<b>MEAN GENDER PAY GAP</b>			<b>16.7%</b>
<b>A</b>	<b>£11.93</b>	<b>MEDIAN HOURLY RATE (male)</b>	
<b>B</b>	<b>£12.09</b>	<b>MEDIAN HOURLY RATE (female)</b>	
<b>MEDIAN GENDER PAY GAP</b>			<b>-1.3%</b>

The Trust pays the teaching staff in line with the School Teachers Pay and Conditions Document (STPCD) which is reviewed annually and our support staff in line with National Pay scales and market rates. The Trust has a process of ensuring men and women are paid for like work, therefore the Trust is confident that its gender pay gap does not result from paying men and women differently. Rather its gender gap stems from the job roles that attract different genders (i.e. more females are employed during term time only roles). 74.8% of our workforce work term time only.

The gender pay gap is 16.7%; however the median gender pay gap -1.3%, therefore median pay is greater for females. It is worth noting each pay quartile has a higher % of females (peaking at 79.3% in the upper middle), than the overall gender split with the exception of 54.3% in the upper pay quartile. This is one of the main reasons for the mean gender pay gap. However, 31% of the females in the upper quartile work part time in comparison to 3% of males.

## PAY QUANTILES BY GENDER

<b>LOWER</b>	<b>FEMALE</b>	<b>60.5%</b>
	<b>MALE</b>	<b>39.5%</b>

<b>LOWER MIDDLE</b>	<b>FEMALE</b>	<b>70.7%</b>
	<b>MALE</b>	<b>29.3%</b>

<b>UPPER MIDDLE</b>	<b>FEMALE</b>	<b>79.3%</b>
	<b>MALE</b>	<b>20.7%</b>

<b>UPPER</b>	<b>FEMALE</b>	<b>54.3%</b>
	<b>MALE</b>	<b>45.7%</b>

In order to reduce the gender pay gap the Trust will continue to monitor:

- Recruitment data (gender split of male versus female applications);
- Exit interviews and the reasons employees leave;
- The gender split in each role;
- Those employees who work flexibly;

The Trust will:

- Carry out pay audits regularly to ensure that like work/work of equal value is paid the same;
- Ensure that recruitment procedures are consistent across the Trust;
- Continue to promote flexible working across it's schools and promote childcare vouchers and other parental benefits to encourage returning to work after maternity leave.