

SAPIENTIA EDUCATION TRUST (SET)

GENDER PAY REPORT 2022

At SET we are committed to equality in the workplace, and we continue to value diversity and support fair and transparent treatment of all our staff irrespective of gender.

The Senior Leadership Team of Sapientia Education Trust recognise the fundamental importance of narrowing and eliminating the Gender Pay Gap in all areas of the Trust's operations. As an organisation we are committed to the principle of Equal Pay for all employees.

Sapientia Education Trust is a Multi Academy Trust with now 16 schools (primary and secondary) based across Norfolk and Suffolk. The Trust headquarters are based at Wymondham College.

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 74% female workforce.

MEAN & MEDIAN PAY GAPS

Male	20.44	MEAN HOURLY RATE	
Female	16.27	MEAN HOURLY RATE	
MEAN GENDER PAY GAP			20%
Male	21.49	MEDIAN HOURLY RATE	
Female	11.99	MEDIAN HOURLY RATE	
MEDIAN GENDER PAY GAP			44%

PAY QUARTILES BY GENDER

GENDER SPLIT OVERALL		
74%	Female	780
26%	Male	278

The majority of our posts in teaching, academic and support services, are linked to nationally agreed pay spines. Salaries are paid according to grade and annual pay awards are paid consistently irrespective of gender, our policies and procedures support this. This significantly reduces the chances of discrepancy between male and female pay with bands for the same role. As a Trust we do recognise the risk of gender bias even within national pay structures and through a thorough job evaluation and interview process for existing role changes and new posts it is reviewed.

As a Trust we have a significantly higher proportion of female staff which is common and reflects our industry in the education sector. Many of our female staff are term-time only or part time workers however we do not regard this as a barrier to narrowing the gap. The proportion of female staff is higher in the lower, lower middle and upper middle quartiles.

The mean gender pay gap is 20% which reflects a 2.1% reduction in the pay gap compared to last year and the median gender pay gap is lower at 44% having reduced by 0.9%. It is worth noting each pay quartile has a higher % of females (peaking at 81% in the lower and lower middle). The 20% difference is driven by the lower, lower middle, upper middle data. The roles that sit in the lower and lower middle continue to predominantly be termtime/termtime plus roles (i.e., classroom-based staff) that are held by females needing to work school hours to accommodate family commitments.

The total part time versus fulltime % split is 69.6% (part time) to 30.4% (full time). This is an increase of 3.2% in part time workers from the previous reporting year.

77.69% of females working for the Trust are part time, with females making up 74% of the workforce this is high.

PAY QUARTILES BY GENDER - PERCENTAGE %		
LOWER	FEMALE	81
	MALE	19

LOWER MIDDLE	FEMALE	81
	MALE	19

UPPER MIDDLE	FEMALE	71
	MALE	29

UPPER	FEMALE	62
	MALE	38

This report reflects the position of the Trust on 31st March 2022. The Trust has remained stable since the last reported year.

We confirm that the following information has been prepared from our payroll data on the snapshot date and is an accurate account of the Sapientia Education Trust gender pay information.

NARROWING THE GENDER PAY GAP IN 2023 – CONTINUATION FROM THE LAST REPORTING YEAR

Recruitment and shortlisting

The Trust will continue to review all job adverts to ensure that salary ranges are clear on the application information and adverts are written using gender neutral terms to attract a variety of candidates and prevent unconscious bias.

The Trust will ensure that the interview panel are gender balanced especially for senior roles.

The Trust will ensure that job analysis and evaluation takes place for all new/revised roles, by using the most appropriate job evaluation scheme.

Transparency to career development

The Trust will continue to ensure that processes for continual professional development are open to all staff and to review and monitor the employees particularly in the upper middle pay quartile range who are identified for succession planning and ensure that selection methods and criteria, are transparent and available to all staff.

The Trust will have clear policies, processes and criteria for performance management and career progression, line managers who identify employees for career development opportunities will provide clear criteria and direction for progression. These steps can help to reduce development and career opportunity inequalities.

Family Friendly policies

Evidence has shown that women are more likely to request flexible working following maternity leave. Providing both male and female parents with the information on family friendly policies may encourage the uptake of shared parental leave and flexible working with male staff.

The Trust will provide both male and female parents with information on their entitlement to maternity/paternity/adoption and shared parental leave and flexible working.