

# SAPIENTIA EDUCATION TRUST (SET)

## GENDER PAY REPORT 2023 (Snapshot date 31.03.23)

The board of Trustees and the CEO are committed to aligning workforce strategies and planning and equality and diversity in the workplace to provide fair and transparent treatment to all staff.

The leadership team continue to recognise the priority for narrowing the gender pay gap and are committed to the principal of equal pay.

Sapientia Education Trust is now a Multi Academy Trust with 10 primary and 7 secondary schools based across Norfolk and Suffolk. The Trust headquarters continues to be based at Wymondham College. The newest secondary school to the Trust is City Academy Norwich having joined in September 2022.

As a Trust our pay scales for all teaching staff are aligned to the School Teachers Pay and Conditions Document (STPCD) which is reviewed on an annual basis and for non-teaching staff we use the pay scales set by the National Joint Council for Local Government Services (NJC). Salaries are paid according to a set grade and annual pay awards are approved through a robust performance management process in line with our policies irrespective of gender. Most roles are graded and therefore this reduces this risk of inequality. As a Trust we do recognise the risk of gender bias even within national pay structures and therefore job evaluations and interview processes are reviewed.

The Equality Act 2010 (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

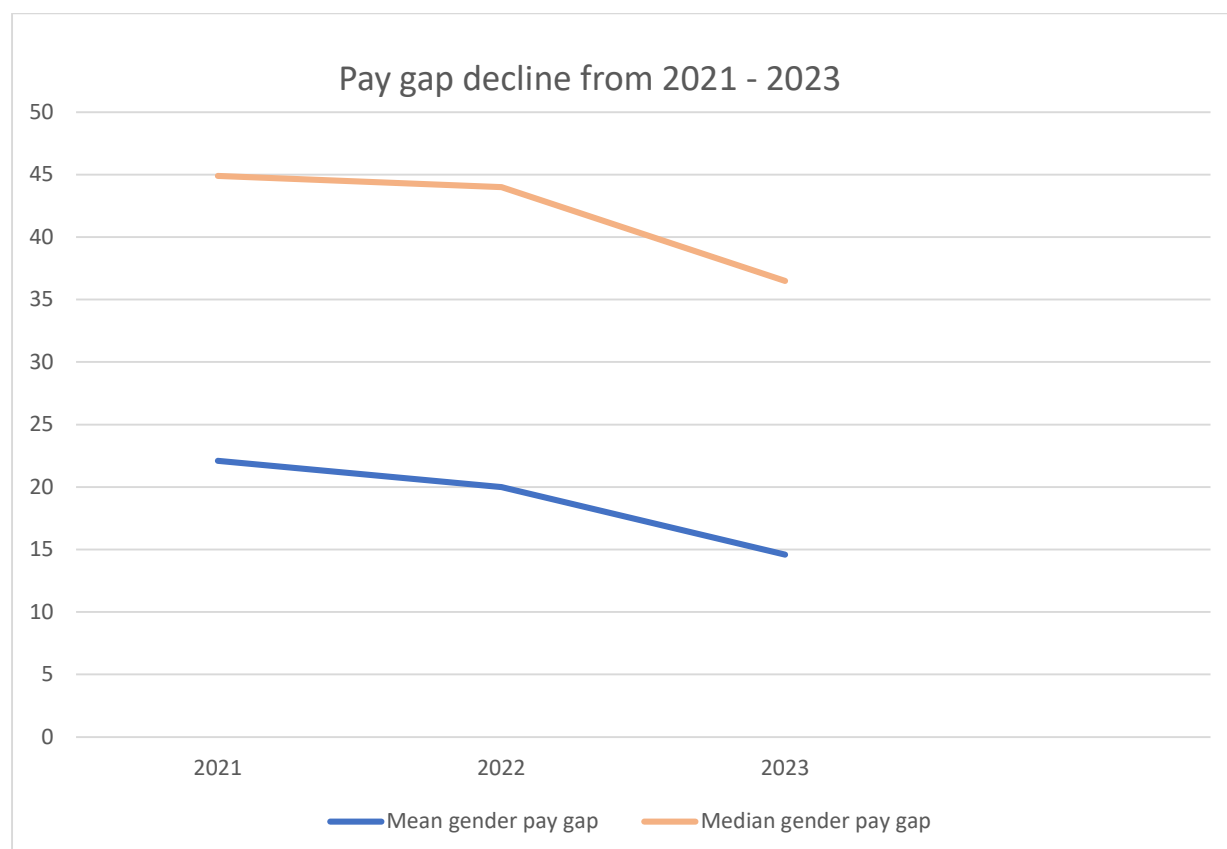
Male	23.24	MEAN HOURLY RATE	
Female	19.85	MEAN HOURLY RATE	
MEAN GENDER PAY GAP			14.6%
Male	22.58	MEDIAN HOURLY RATE	
Female	14.34	MEDIAN HOURLY RATE	
MEDIAN GENDER PAY GAP			36.5%

### PAY QUANTILES BY GENDER

GENDER SPLIT OVERALL		
74%	Female	779
26%	Male	273

The Trust continues to 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 14.6% which reflects a 5.4% reduction in the pay gap compared to last year and the median gender pay gap is lower at 36.5% having reduced by 7.5%.



It is worth noting each pay quartile has a higher % of females (peaking at 85% in the lower). The 14.6% 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 more predominantly held by females wanting to work school hours to accommodate family commitments.

PAY QUARTILES BY GENDER - PERCENTAGE %		
LOWER	FEMALE	85
	MALE	15

<b>LOWER MIDDLE</b>	<b>FEMALE</b>	<b>78</b>
	<b>MALE</b>	<b>22</b>

<b>UPPER MIDDLE</b>	<b>FEMALE</b>	<b>71</b>
	<b>MALE</b>	<b>29</b>

<b>UPPER</b>	<b>FEMALE</b>	<b>62</b>
	<b>MALE</b>	<b>38</b>

This report reflects the position of the Trust on 31<sup>st</sup> March 2023. The Trust has grown by one secondary school 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 –**

The Trust now have new policies for family leave, equality, diversity and inclusion, these will be more widely promoted.

We will continue to develop the recruitment assessment processes across the Trust to ensure a fair and thorough interview process is conducted in a well balanced manner.

The Trust will continue to review the salary gradings assigned to each role as it comes in to ensure this is fair and consistent across the Trust be we advertise the role, this will be done using an approximate job evaluation method.

We will provide training around recruitment, shortlisting and conducting fair interviews to Headteachers and panel leads which will include challenging unconscious bias and ensuring they have also all had the safer recruitment training.

The Trust is working on the Sapiientia Academy of Learning programme which will review CPD for all staff as well as more targeted support for career development for aspiring leaders. We will also be moving our training platform to an education specific provider giving staff a better quality and range of courses to support progression and development.

We will continue to monitor our gender pay gap internally to gain a better understanding of our current position and look for alternative ways to respond in an effective manner to furth closing the pay gap.