

Gender Pay Gap Reporting

At Scholars' Education Trust we observe good equalities practice in staff recruitment, retention and development, and we also aim to reduce and remove inequalities and barriers that already exist.

We use pay scales for all teaching staff that are aligned to the School Teachers' Pay and Conditions document, which is reviewed on an annual basis. For non-teaching support staff, we use the pay scales set by the NJC (National Joint Council for Local Government Services). Staff move through the pay scales for their grade based on a thorough and robust performance management process, meaning earnings are based on performance outcomes, irrespective of their gender.

The Gender Pay Gap Report is based on data as at 31st March 2017. At this date, Scholars' Education Trust employed 405 full-pay relevant employees of which 293 were female (72.3%) and 112 were male (27.7%).

	Mean pay gap	Median pay gap	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
Hourly pay	25.6% lower for females	53.7% lower for females	12.8% M 87.2% F	25.7% M 74.3% F	26.7% M 73.3% F	45.5% M 54.5% F

	Mean bonus gap	Median bonus gap	Male	Female
Bonus payments	54.1% lower for females	33.3% higher for females	5.36% of all male employees [^]	1.71% of all female employees [^]

[^] Proportion of employees who received bonus payments

Scholars' Education Trust employs more female staff than male, this is typical of the education sector as a whole. The Trust's gender pay gap is driven by the higher proportion of females working in support roles, which are typically in the lower and lower middle quartile pay bands. This is demonstrated in the table below which shows a significant narrowing of the pay gap amongst staff on the same pay grading structure.

	Mean pay gap	Median pay gap	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
Teaching / Leadership staff	9.7% lower for females	6.4% lower for females	32.7% M 67.3% F	25.0% M 75.0% F	26.9% M 73.1% F	58.5% M 41.5% F
Support staff	3.9% lower for females	5.9% lower for females	18.4% M 81.6% F	6.1% M 93.9% F	30.6% M 69.4% F	20.4% M 79.6% F

This data will be reviewed regularly to monitor progress made on reducing the gender pay gap across the trust.

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Chief Operating Officer
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