



## GENDER PAY GAP REPORT 2025

As at 31<sup>st</sup> March 2025, Southfields Multi Academy Trust (MAT) employs 396 members of staff. As an employer of over 250 staff we are required to carry out Gender pay reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This data will be published annually in line with legislation to highlight the gap between our male and female employees.

Our workforce is made up of 76% females and 24% males across two schools.

The MAT consists of one secondary school with a 6<sup>th</sup> form provision and one special school catering for students aged 2-19, which also has a residential provision.

<b>Mean</b>	Women are paid 12% per hour lower than men
<b>Median</b>	Women are paid 31% per hour lower than men
<b>Bonus payments</b>	Southfields Multi Academy Trust does not have a bonus scheme so there is data to report on.

### Pay Quartiles

The pay quartiles show the proportion of males and females when split into four quartiles. The quartiles have been ordered from the highest to lowest hourly pay of applicable employees. In each quartile we have a higher proportion of females.

We are proud that 69% of the top quartile is female. The second quartile is 75% female staff. The top two quartiles added together shows as 72% female staff.

### Our gender pay gap and why do we have one?

The Gender Pay Gap focuses broadly on the variations in gender pay across the organisation as a whole.

Of our top ten hourly paid staff, eight including our CEO are women. Both schools have a positive gender balance in the senior leadership teams.

We have identified the primary driver for the gap is having significantly more women in teaching, support and operational roles compared with men. These roles reflect the national picture and are typically at the lower end of our pay scales and paid on a term time only basis, supporting our family friendly approach. In addition, there are

significantly fewer male teachers in our Special School compared with the Secondary School in the MAT.

### **Working to further reduce the gap**

The Trust remains committed to reducing the Gender Pay Gap and seeks to retain and attract a diverse workforce.

The current picture in relation to our Gender Pay Gap is positive in comparison to other educational establishments. Whilst progress is being made, we continue our commitment to making further reductions in the gap by taking positive action to support change;

- Promotion of our Equal Opportunities approach through marketing, recruitment and advertising.
- We seek to develop our family friendly policies and offer flexible working and job shares where possible, including those staff in Leadership posts.
- We strive to 'grow and develop our own' by offering pathways for career development to retain our highly skilled staff.
- Ongoing monitoring of the salary data and evaluation of progress.
- We offer a formal avenue for coaching and mentoring in order to provide support to our workforce around career progression and development.

This data has been extracted from payroll data taken from 31/03/2025 and is representative of that data for Southfields Multi Academy Trust.

A handwritten signature in black ink, appearing to read 'J Valin', with a long horizontal flourish extending to the right.

Jacqueline Valin

CEO Southfields Multi-Academy Trust