

**Southfields Multi Academy Trust**

**GENDER PAY GAP – March 2019**

Southfields Multi Academy Trust employed just under 400 staff at 31<sup>st</sup> March 2019. Our workforce is made up of 73% women and 27% men across two schools, one secondary school with a 6<sup>th</sup> form provision and one special school catering for students aged 2-19. As an organisation we create a culture of high aspiration amongst all, regardless of background. We believe in Inclusion, Diversity and Equality - setting high aspirations in order for all students and staff to succeed. Our commitment to our core values are acknowledged and recognised within our gender pay gap report, any inequalities are actively explored as we strive to work towards a fair and equitable workplace, for all our staff.

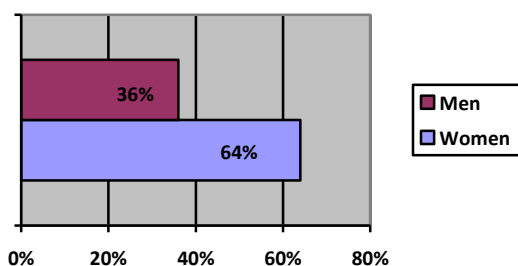
We are pleased to report that our gender pay gap in relation to our hourly rate is significantly below the national average.

<b>Mean</b>	Women are paid 7.9% per hour lower than men
<b>Median</b>	Women are paid 3.8% per hour lower than men
<b>Bonus payments</b>	Southfields Multi Academy Trust does not have a bonus scheme and has data to report on.

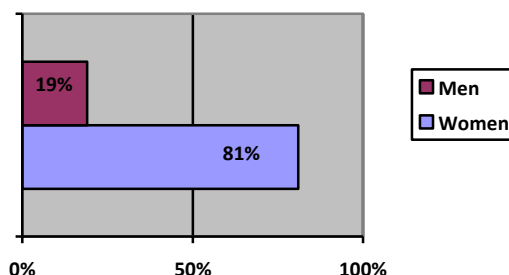
**Pay Quartiles**

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 full pay of applicable employees.

**Top quartiles**

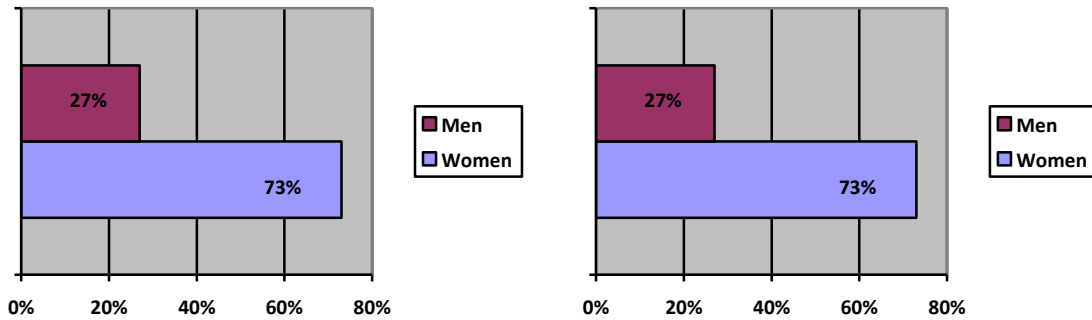


**Lower Quartile**



**Lower middle quartiles**

**Upper middle**



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

Gender Pay Gap focuses on differences in gender pay across the organisation as a whole. This data differs to equal pay which provides a pay comparison for women and men undertaking the same role.

Notably our top three earners are women and there is a good gender balance amongst the Leadership Teams and middle leaders at both schools. Our workforce is predominantly female (73%), a high percentage of which are paid in the lower quartile. This is due to women largely occupying many of our cleaning, kitchen and classroom based roles, which is reflective of the national picture. Often due to the flexibility with these roles they have historically attracted more women, with recent changes to shared parental leave we may see some changes to this in the future.

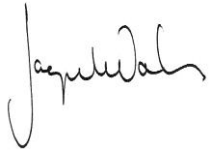
We are confident that our employees are paid equal value for the same duties.

## Working to further reduce the gap

We are pleased that the current picture in relation to our gender pay gap is positive in comparison to other educational establishments and that progress is being made. However; we are committed to making further reductions and continue to take positive actions to support further change;

- In order to develop the workforce we provide some CPD opportunities outside of the normal working day
- Where possible we have a diverse selection panel for recruitment
- We use skill based recruitment techniques to assess candidate suitability alongside interviews
- We monitor the salary data and evaluate progress
- We have planned training to counter unconscious bias
- We have ongoing equality and diversity training
- The formation of an equality committee
- We plan to offer a formal avenue for coaching and mentoring in order to provide support with career progression and development

This data has been extracted from payroll data taken from 31/03/2019 and is representative of that data for Southfields Multi Academy Trust.

A handwritten signature in black ink, appearing to read 'Jackie Valin', written in a cursive style.

Jackie Valin  
CEO Southfields Multi-Academy Trust