

GENDER PAY GAP REPORT 2020

The Southfields Multi Academy Trust employ 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 77% female and 23% male across two schools, an increase of 4% females since 2019. One secondary school with a 6th form provision and one special school catering for students aged 2-19 which also has a residential provision.

We have the highest expectations of achievement and behaviour and offer a nurturing and supportive environment where we celebrate difference and ensure that everyone meets their full potential. We value every individual and commit to ensuring everyone feels supported and listened to.

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

Mean	Women are paid 9.14% per hour lower than men
Median	Women are paid 18.99% per hour lower than men
Bonus payments	Southfields Multi Academy Trust do not have a bonus scheme and as such do not have 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. In each quartile we have a higher proportion of females.

We are proud that 69% of the top quartile is female which an increase of 5% since 2019 is.

The second quartile remains similar to 2019 and is 72% female in 2020, when you add the top two quartiles together it is 71% female.

The 3rd and 4th quartiles, while the female proportion has increased by 8% across the two quartiles, this is due to converting agency staff to permanent posts. We consider this to be a positive action for continuity of staffing.

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 3 earners including our CEO are women, and there is a good gender balance amongst the Leadership Teams and middle leaders at both schools.

We have identified the primary driver for the gap. There are 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.

Southfields
Multi-Academy
TRUST



Southfields
Academy



Linden Lodge
School

A Specialist Sensory & Physical College

We continue to be committed to attracting and retaining a diverse workforce which has a broad range of backgrounds and experience. We want to be an attractive and inclusive place to work. Whilst we can acknowledge we have a gender pay gap we are confident that there is not a gender pay gap when we compare like for like roles.

Working to further reduce the gap

We are pleased with 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 to being committed to making further reductions and we continue to take positive actions to support further change;

- Promotion of our Equal Opportunities approach through marketing, recruitment and advertising Ensure policies are gender neutral
- Where possible we have a diverse selection panel for recruitment
- We use skill based recruitment techniques to assess candidate suitability alongside interviews
- Ongoing monitoring of the salary data and evaluation of progress
- We have begun to offer a formal avenue for coaching and mentoring in order to provide support to our workforce around career progression and development

Our approach to pay is gender neutral, to ensure parity, we have a job evaluation scheme. We continue to review this and are confident that the Trusts Gender pay gap is not due to pay inequalities, but more a reflection on the composition of our workforce.

This data has been extracted from payroll data taken from 31/03/2020 and is representative of that data for Southfields Multi Academy Trust.

Jacqueline Valin
CEO Southfields Multi-Academy Trust