

## 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 2020. At this date, Scholars' Education Trust employed 502 full-pay relevant employees of which 374 were female (75%) and 128 were male (25%).

	<b>Mean pay gap</b>	<b>Median pay gap</b>	<b>Lower quartile</b>	<b>Lower middle quartile</b>	<b>Upper middle quartile</b>	<b>Upper quartile</b>
Hourly pay	26.6% lower for females	49.1% lower for females	7.2% M 92.8% F	27.0% M 73.0% F	27.8% M 72.2% F	40.0% M 60.0% F

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.

	<b>Mean pay gap</b>	<b>Median pay gap</b>	<b>Lower quartile</b>	<b>Lower middle quartile</b>	<b>Upper middle quartile</b>	<b>Upper quartile</b>
Teaching / Leadership staff	5.8% lower for females	6.3% lower for females	35.8% M 64.2% F	26.9% M 73.1% F	29.9% M 70.1% F	47.8% M 52.2% F
Support staff	9.0% lower for females	5.6% lower for females	6.9% M 93.1% F	8.5% M 91.5% F	20.3% M 79.7% F	22.4% M 77.6% F

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

Hazel Wale  
Chief Operations Officer  
Scholars' Education Trust