

## Gender Pay Gap report 2018

Swale Academies Trust, as an employer of more than 250 staff, is required by law in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, to report how large the pay gap is between our male and female employees.

The overall gender pay gap is defined as the difference between the mean (average) and the median (actual midpoint) hourly rate of pay of male and female employees.

As at 31 March 2018 Swale Academies Trust had 13 schools, 9 Primary and 4 Secondary, alongside a Central Services function. Our schools are based across three local authority areas Kent, Bromley and East Sussex.

The Gender Pay Gap report is based on the effective data as at the 'snapshot date' 31 March 2018. As at 31 March 2018 Swale Academies Trust's workforce was made up of 20.68% male and 79.32% female.

### Statistics:

Difference in mean hourly rate of pay	32.1%	
Difference in median hourly rate of pay	47.9%	
Difference in mean bonus pay	44.6%	
Difference in median bonus pay	45.5%	
	Male	Female
% employees who received bonus pay*	0.8%	5%
	Male	Female
Employees paid by quartile		
Upper quartile	33.9%	66.1%
Upper middle quartile	23.9%	76.1%
Lower middle quartile	13.5%	86.5%
Lower quartile	11.3%	88.7%

\* Bonus payments relate to staff covered by TUPE transfer who remain on the Kent pay scheme and are paid under Total Contribution Pay (TCP). Staff at the top of the grade are awarded a % lump sum based on performance, this is treated as a bonus for gender pay gap reporting purposes. Bonus payments for part time employees are not adjusted for the purposes of the Gender Pay Gap calculation.

## **Supporting statement**

When reviewing the Gender Pay Gap report it should be noted that gender pay gap is not the same as equal pay. Within the Trust all employees are paid within the same pay grade for undertaking the same job, regardless of gender. Pay grades are determined based on job role and levels of responsibility.

All our teaching posts are aligned to the School Teacher's Pay and Conditions Document (STCPD).

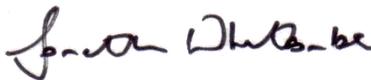
Support staff salaries are aligned to either local pay scales or the Trust's pay scale, all support staff pay scales allow for progression within the pay grade regardless of gender. Each grade has a set pay range and staff are expected to move through the pay range for their grade, therefore the longer a person has been in post the more we would expect them to earn irrespective of their gender.

The data shown within this report is not dissimilar to other educational establishments. The lowest quartile of posts being predominantly female means the gap between the average hourly rate for females and the average hourly rate for males is affected.

Swale Academies Trust will always appoint the best person for the role regardless of their gender.

### **Declaration:**

I can confirm that the above information has been prepared from our payroll data on the snapshot date and fairly represents the Gender Pay Gap information for Swale Academies Trust



Jon Whitcombe  
Chief Executive Officer  
Swale Academies Trust

29 March 2019