



Gender Pay Gap report 2023

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 the pay gap 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 2023 Swale Academies Trust had 19 schools (10 Primary and 9 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 2023. As at 31 March 2023 Swale Academies Trust's workforce was made up of 450 (23%) male and 1508 (77%) female.

Statistics:

Difference in mean hourly rate of pay	23.1%		
Difference in median hourly rate of pay	41.5%		
Difference in mean bonus pay*	0%		
Difference in median bonus pay*	0%		
		Male	Female
% employees who received bonus pay*	0%	0%	0%
		Male	Female
Employees paid by quartile			
Upper quartile	36.1%	63.9%	
Upper middle quartile	28.4%	71.6%	
Lower middle quartile	13.9%	86.1%	
Lower quartile	13.7%	86.3%	

*No bonus payments were paid in this period.

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 paid on 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 vast majority of employees at the lower end of the pay range are female. These jobs are very often part-time and term-time only which tend to attract more female applicants than male.

Our gender pay gap is the result of the roles in which males and females work within the Trust and the rates of pay that those roles attract. For example roles such as cleaners and some teaching assistant roles are, in the vast majority of cases, held by females and these roles generally sit in one of our lower pay ranges. This therefore has an influence on our gender pay gap.

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



Michael Wilson
Chief Executive Officer

21st January 2024