



Gender Pay Gap Report 2024

Swale Academies Trust, in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, is required to publish information to demonstrate 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) or median (actual midpoint) hourly rate of pay of male and female employees.

At the time of the survey (31 March 2024), Swale Academies Trust employed 2,111 employees; 1,638 female (77.6%) and 473 male (22.4%).

The results of these statutory calculations are as follows:

1. Mean Pay Gap

The difference between the mean hourly rate of pay that male and female full pay relevant employees receive is **21.3%**. This shows that, overall, female employees receive lower pay than male employees. This percentage has decreased since last year which we believe is due to larger pay increases at the bottom of our pay scales which has closed the gap generally between pay points. The remaining difference is due to the composition of our workforce rather than any equal pay issues between staff performing roles of equal value.

2. Median Pay Gap

The difference between the median hourly rate of pay that male and female full pay relevant employees receive is **39.8%**. This shows that, overall, female employees receive lower pay than male employees which, as outlined above we believe is due to the composition of our workforce.

3. Mean Bonus Gap

In the year preceding the snapshot date of 31st March 2024 the mean bonus gender pay gap was **0%**. This is because no bonus payments were made in the relevant period.

4. Median Bonus Gap

The median bonus gender pay gap was **0%**. This is because no bonus payments were made in the relevant period.

5. The Proportion of males and females receiving a bonus payment

No bonus payments were made in the relevant period.

6. The Proportion of males and females in each Quartile Pay Band

Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
12.9% Male 87.1% Female	15.0% Male 85.0% Female	25.2% Male 74.8% Female	36.4% Male 63.6% Female

This data shows that Swale Academies Trust has a much higher proportion of women in all quartiles which is consistent with the education sector as a whole.

Analysis of Gender Pay Gap Data

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.

The Mean Pay Gap has been observed at 21.3%, reflecting a slight reduction from the previous year's figure of 23.1%. This decrease is indicative of the Trust's ongoing efforts to address wage disparities, focusing on elevating the pay scales at the lower end, thereby benefiting a larger fraction of our predominantly female workforce. It's pertinent to note that this gap is more reflective of the structural composition of our workforce rather than discrepancies in pay for similar roles.

The Median Pay Gap stands at 39.8%, down from 41.5% the previous year, reinforcing the trend towards a narrowing gender pay disparity. This metric, representing the midpoint in the wage distribution, underscores the persistent challenge of achieving gender parity in earnings, primarily influenced by the roles and grades occupied by male and female staff.

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.

Impact of SAT's Pay policy on Gender Pay Gap

The significant majority of staff employed by the Trust are paid on pay ranges of several scale points to enable pay progression based on performance. This system of progression leads to differences in pay that arise in any or a combination of the following ways that are not gender related:

- Pay portability from previous organisations and negotiation of salaries on commencement of employment
- Salaries are intrinsically linked to length of service by virtue of annual increments
- Differential national pay awards for Teaching and Support staff also affect pay differentials

Conclusions

The Trust's continued efforts to diminish the gender pay gap are starting to have an impact, as evidenced by the narrowing disparities in both mean and median pay gaps. These achievements underscore our commitment to fostering an equitable workplace. Nonetheless, the data also shows persistent structural challenges, notably the gender distribution across different pay scales and roles within the organisation.

To continue our progress, the Trust is committed to:

- **Enhancing Transparency:** Further deepening our analysis of the gender pay gap, ensuring all stakeholders are informed and engaged in our equality initiatives.
- **Strategic Recruitment and Progression:** Implementing targeted recruitment and career

progression strategies to promote gender diversity across all levels, especially in higher pay quartiles where male representation is disproportionately high.

- **Reviewing Compensation Frameworks:** Continuously reviewing and adjusting our compensation structures to ensure fairness and equity in pay and bonus distributions.

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

Michael Wilson
Chief Executive