



Gender Pay Gap Report 2025

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 2025), Swale Academies Trust employed 1,968 employees; 1,499 female (76.2%) and 469 male (23.8%).

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 24.0%. This shows that, overall, female employees receive lower pay than male employees.

2. Median Pay Gap

The difference between the median hourly rate of pay that male and female full pay relevant employees receive is 48.4%. 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 2025 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
7.9% Male 92.1% Female	22.6% Male 77.4% Female	25.8% Male 74.2% Female	39.0% Male 61.0% 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 24.0%, reflecting an increase from the previous year's figure of 21.3%. This increase is indicative of the significantly higher proportion of female employees, particularly in the lower quartiles. 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 48.0%, up from 39.8% the previous year. Similar to the mean gender pay gap this figure is impacted by the significantly higher proportion of female employees, particularly in the lower quartiles. 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 a significant influence on our gender pay gap. Conversely, it is worth noting that in the upper quartile, 61% of the workforce are female.

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

It is worth noting that the Trust has:

- Continued to encourage requests for flexible working arrangements
- Enhanced the maternity and adoption pay provision to exceed the national requirements

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