

South Bank Multi Academy Trust

Gender Pay Gap – 2021/22

Since 2017, employers with 250 or more employees must publish specific figures about their gender pay gap each year, based on a snapshot date of 31 March of the previous year. The data must be published on the employer's own website and submitted through the government's online reporting service.

The gender pay gap is defined as the difference between the average pay of men and women in an organisation.

The Trust's gender pay gap based on the snapshot date of 31 March 2022 is as follows:

- Mean gender pay gap – 17%
- Median gender pay gap – 14%

The gender make-up of the Trust based on the snapshot date of 31 March 2022 is as follows:

- Male – 21.6%
- Female – 78.4%

The mean and median gender pay gap of the Trust's is improving, and this year's figures demonstrate a reduction from the previous two years of reporting. However, the Trust is committed to narrowing the gender pay gap further, and has taken, or will be taking, the following actions:

- Unconscious bias/equality and diversity training forming part of the induction and mandatory annual staff training
- Appointment of a Director of HR, and the development of a People Strategy which will include equality and diversity and recruitment and retention strands
- Introduction of centralised approval and tracking processes for recruitment and staffing changes, to ensure these are consistent and in line with the Trust's Scheme of Delegation
- Planned review of the SBMAT Pay Policy

- The collation of equalities data from recruitment candidates which is reported to the Trust Board and used to improve the Trust's understanding of the application process and to develop strategies as appropriate
- Longer term, the Trust will be commencing a job evaluation process to ensure support staff employees are paid appropriately and fairly for their roles

In addition, the Trust applies the School Teachers Pay and Conditions pay scales for teachers (MPS, UPS and Leadership) and the National Joint Council (NJC) pay points for support staff across the Trust. The Trust adopts the nationally recommended pay increases for both teachers and support staff.

The Trust does not make any bonus payments to any employees.

Katie Dent

Director of HR

March 2023