

Introduction

Gender pay gap reporting legislation requires, employers with 250 or more employees to publish calculations to show how large the pay gap is between male and female employees.

This is the second report that London South East Academies Trust has produced on gender pay. The data used is based on a snapshot of the pay situation on 31 March 2021. The Trust comprised of 10 schools as follows:

- Aspire Academy
- Belmont Academy
- Bramley Oak Academy
- Bromley Beacon Academy
- Bromley Trust Academy
- Endeavour Academy
- Horizons Academy
- Woodside Academy

The gender pay gap is a measure of the difference between the average hourly earnings of men and women and should not be confused with equal pay. Equal pay is the legislation that makes it unlawful to pay people less for doing work of the same value, based on their gender.

1. What do we need to report?

We must report the following information:

- Mean gender pay gap
- Median gender pay gap
- Mean bonus gender pay gap
- Median bonus gender pay gap
- Proportion of males and females receiving a bonus payment
- Proportion of males and females in each quartile pay band

2. Two-year comparison - gender pay gap

The tables below show a summary of the Gender Pay Gap data for 2020 and 2021 based on the hourly rates of pay for all employees.

	MEAN		MEDIAN		TOTAL EMPLOYEES	
	Male	Female	Male	Female	Male	Female
31/03/2021	£20.92	£17.87	£16.54	£13.67	116	437
	14.58%		17.35%		553	

	MEAN		MEDIAN		TOTAL EMPLOYEES	
	Male	Female	Male	Female	Male	Female
31/03/2020	£19.81	£17.27	£15.91	£13.07	108	396
	12.82%		17.85%		504	

3. Background information for the mean and median gender pay gap (2021)

- 3.1 The Trust has more females (79.0%) than males (21%) within its workforce and there has been a variance of 0.4% increase in favour of females since 2020.
- 3.2 London South East Academies Trust employed 553 staff – 437 women and 116 men with the majority of staff in the lower and lower middle pay quartiles being female (85.19% respectively). These tend to be teaching support roles, several of which are teaching assistant, mid-day supervisor roles and they are predominantly term time only positions. Term time only contracts are useful for working parents and those with children who require school holidays (13 weeks every year) off for childcare responsibilities. Therefore, roles are assigned to job families and paid on appropriate salaries based on the role regardless of the gender of the post holder.
- 3.3 The Trust is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the Trust and the salaries that these roles attract.
- 3.4 The Trust implements the national pay scales for teaching staff and academic leaders and local harmonised pay scales and/or other local authority pay scales for support staff.
- 3.5 Bramley Oak Academy joined the Trust in October 2020 and this TUPE process, resulted in the introduction of teachers on the Fringe Teacher pay scale and Surrey County Council business support staff pay scales which are lower as they do not include an enhancement for being within the Outer London catchment area. This TUPE process increased staffing numbers by 41 and the breakdown was 30 women (5 Teaching and 25 business support) and 11 males. (5 teaching and 6 business support). The majority of the staff are in Lower and Lower Middle Quartile and held

by business support staff including teaching assistants and catering staff and they are predominantly term time only positions. The Trust is an inclusive employer and Positive Action is considered during the recruitment process, where males/females are underrepresented.

3.6 Within the upper pay quartiles, it is positively noted that the majority of staff (71.22%) are also female. Although a great proportion of women in our Trust are employed within the lower pay quartiles, a substantial number of women also occupy roles within the upper pay quartiles.

3.7 The majority of senior positions in the Trust are held by female staff, including the Chief Executive Officer. The Trust promotes flexible working arrangements, and this provides opportunities for women to advance in their careers whilst balancing caring/childcare responsibilities.

4. Bonus gender pay gap (2021)

During the period 1st April 2020 – 31st March 2021 no bonus payments were made.

5. Percentage of men and women in each quartile band (2021)

The table below shows the distribution and the percentage of staff within each of the quartile bands, as reported on 31st March 2020 and 31st March 2021.

Gender	Number of Staff (2021)	% of Male/Female Per Quartile (2021)	Number of Staff (2020)	% of Male/Female Per Quartile (2020)
Lower Female	121	21.89%	109	21.63%
Lower Male	17	3.07%	17	3.37%
Total Number of Employees	138		126	
Lower Middle Female	114	20.61%	109	21.63%
Lower Middle Male	24	4.34%	17	3.37%
Total Number of Employees	138		126	
Upper Middle Female	103	18.63%	86	17.06%
Upper Middle Male	35	6.33%	40	7.94%
Total Number of Employees	138		126	
Upper Quartile Female	99	17.90%	92	18.25%
Upper Quartile Male	40	7.23%	34	6.75%
Total Number of Employees	139		126	

Overall % of pay banding quartiles	2020
Lower Quartile Female	87.68%
Lower Quartile Male	12.32%
	100%
Lower Middle Female	82.60%
Lower Middle Male	17.40%
	100%
Upper Middle Female	74.64%
Upper Middle Male	25.36%
	100%
Upper Quartile Female	71.22%
Upper Quartile Male	28.78%
Total	100%

6 What is the Trust doing to address the gender pay gap?

The Trust is dedicated to further reducing the gap.

Actions include:

- Embedding Gender Pay Gap actions within the Equality and Diversity Committee objectives
- Develop and implement diversity strategies – e.g. positive actions strategies for roles where there is under representation of men
- Ensure all recruiting managers undergo further unconscious bias training relation to recruitment and selection processes
- Continually review our talent management programmes, promotion opportunities and rewards for staff
- To implement growth strategies for female staff, in the lower and lower middle quartiles in order to facilitate progression in their careers within the Trust and across the London South East Education Group

Declaration

I can confirm that the above information has been calculated using payroll data on the snapshot date of 31 March 2021 and fairly reflects the gender pay gap for London South East Academies Trust.

Signed:



Name: Dr Sam Parrett CBE (Chief Executive Officer) March 2022