

## 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 third 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 2022. The Trust comprised of 8 schools and 1 music service as follows:

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

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. Three-year comparison - gender pay gap

The tables below show a summary of the Gender Pay Gap data for 2020, 2021 and 2022 based on the hourly rates of pay for all employees.

	MEAN		MEDIAN		TOTAL EMPLOYEES	
	Male	Female	Male	Female	Male	Female
<b>31/03/2022</b>	£22.69	£19.14	£18.65	£15.44	144	422
	16.42%		17.21%		566	

	MEAN		MEDIAN		TOTAL EMPLOYEES	
	Male	Female	Male	Female	Male	Female
<b>31/03/2021</b>	£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
<b>31/03/2020</b>	£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 (2022)

3.1 The Trust has more females (74.42%) than males (25.57%) within its workforce and there has been a variance of 4.59% increase in favour of males since 2021.

3.2 London South East Academies Trust employed 566 staff – 422 women and 144 men with the majority of staff in the lower and lower middle pay quartiles being female (79.85% 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 Bexley Music Service joined the Trust on 1 April 2021 (within this reporting period) and this TUPE process, resulted in the introduction of music tutors on competitive hourly rates. This TUPE process increased staffing numbers by 49 and the breakdown was 26 women and 23 males. The majority of the staff are on zero-hour contracts and in the Upper Quartile due to the level of their hourly rate.

3.6 Within the upper pay quartiles, it is positively noted that the majority of staff (60.99%) are female although there has been a variance of 10.23% in favour of males in this quartile on the previous year following the TUPE transfer of Bexley Music into the Trust. 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 (2022)

During the period 1<sup>st</sup> April 2021 – 31<sup>st</sup> March 2022 no bonus payments were made.

#### 5. Percentage of men and women in each quartile band (2022)

The table below shows the distribution and the percentage of staff within each of the quartile bands, as reported on 31<sup>st</sup> March 2020, 31<sup>st</sup> March 2021 and 31<sup>st</sup> March 2022.

Gender	Number of Staff (2022)	% of Male/Female Per Quartile (2022)	Number of Staff (2021)	% of M/F Per Quartile (2021)	Number of Staff (2020)	% of M/F Per Quartile (2020)
Lower Female	126	22.26%	121	21.89%	109	21.63%
Lower Male	16	2.83%	17	3.07%	17	3.37%
<b>Total Number of Employees</b>	<b>142</b>		<b>138</b>		<b>126</b>	
Lower Middle Female	100	17.67%	114	20.61%	109	21.63%
Lower Middle Male	41	7.24%	24	4.34%	17	3.37%
<b>Total Number of Employees</b>	<b>141</b>		<b>138</b>		<b>126</b>	
Upper Middle Female	110	19.43%	103	18.63%	86	17.06%

<b>Upper Middle Male</b>	32	5.65%	35	6.33%	40	7.94%
<b>Total Number of Employees</b>	<b>142</b>		<b>138</b>		<b>126</b>	
<b>Upper Quartile Female</b>	86	15.19%	99	17.90%	92	18.25%
<b>Upper Quartile Male</b>	55	9.72%	40	7.23%	34	6.75%
<b>Total Number of Employees</b>	<b>141</b>		<b>139</b>		<b>126</b>	

<b>Overall % of pay banding quartiles</b>	<b>2022</b>
<b>Lower Quartile Female</b>	88.73%
<b>Lower Quartile Male</b>	11.27%
	<b>100%</b>
<b>Lower Middle Female</b>	70.92%
<b>Lower Middle Male</b>	29.08%
	<b>100%</b>
<b>Upper Middle Female</b>	77.46%
<b>Upper Middle Male</b>	22.54%
	<b>100%</b>
<b>Upper Quartile Female</b>	60.99%
<b>Upper Quartile Male</b>	39.01%
<b>Total</b>	<b>100%</b>

London South East Academies Trust undertakes benchmarking and further comparisons with other Trusts can be found in Appendix 1.

As a Trust we embrace change and implemented flexible and part time working within our workforce, and this has enabled women to return into the workplace after a break, and balancing advancing their careers with childcare responsibilities.

It is also acknowledged that we also have a larger proportion of women (60.99%) in the upper and (77.46%) in the upper middle quartiles, and in Senior Leadership Positions. As a result of the government's initiatives and legislative changes, there are now more women in work than ever before – and they stand at the heart of this country's economic growth, and London South East Academies Trust, has contributed to this aspect. Proposed Government changes to the number of 'free' childcare hours a household can apply for, the number of females progressing their careers is likely to increase.

London South East Academies Trust values equity, diversity and inclusion and promotes flexible working. As such there are a large proportion of our female workforce on fractional posts which facilitates the need to balance caring responsibilities with work.

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

The Trust is dedicated to further reducing the gap.

### Actions include:

- Continue to implement diversity strategies – e.g. positive actions strategies for roles where there is under representation of men
- Continually review our talent management programmes, promotion opportunities and rewards for staff
- To continue to implement talent management 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
- All employees have access to continual learning and development opportunities to support their preferred career pathway within London South East Academies Trust.

Signed: 

Name: Dr Sam Parrett CBE (Chief Executive Officer), March 2023