



Success Academy Trust  
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## Gender Pay Gap Report 2020

As required by law of all employers with more than 250 employees, this report is the Trust's second Gender Pay Gap Report with a snapshot date as at 31/3/2020.

### Gender gap and bonus gap

Difference between men and women	Mean (Average)	Median (Average)
Gender Pay Gap	34%	63%
Gender Bonus Gap	0	0

Mean difference last year was 35% and the Median was 57%

### Pay Quartiles

On 31/3/2020 there were 320 qualifying employees (slightly up from 317 last year) included in the report. 287 female (90%); 33 male (10%). (Split last year was 279 female to 38 male)

The following is the proportion of males and females in each pay quartile. There are 82 employees in the lowest quartile and 81 employees in each of the other quartiles.

Top (highest) quartile	22.5% Men (26.25% last year)	77.5% Women (73.75% last year)
Upper middle quartile	13.75% Men (15.19% last year)	86.25% Women (84.81% last year)
Lower middle quartile	3.75% Men (3.8% last year)	96.25% Women (96.20% last year)
Lower quartile	1.25% Men (2.53% last year)	98.75% Women (97.47% last year)

### Supporting Statement and Narrative

Success Academy Trust is committed to equal pay and know that our gender pay gap is not a pay issue as the Trust maintains its salary scales in line with Leicestershire County Council and National Teachers pay and conditions.

The Trust recognises that women outnumber men by 287:33 and it is also clear that men are underrepresented in the lowest quartiles of the workforce.

Success Academy Trust operates as an equal opportunities employer and does not discriminate in any way (as defined by the Equalities Act 2010 and other relevant legislation) regarding recruitment, performance management and employee career development opportunities.

Almost 3/4 of the roles within the Trust are part-time either aligning closely with the hours of attendance of pupils or outside of this time for access purposes.

### Success Academy Trust

Registered in England

Company No: 8135389

Registered Office: As above

VAT Registration No: 153 2274 31

Trust Principal: Mandi Collins

Chief Finance Officer: A.M. Willett



National  
Teaching  
School

To help understand the variations in the pay gap, a separate exercise was run to look at the gender pay gap between male and female teachers (ie excluding support staff)

From this it was noted that of the 320 qualifying employees for the full report, 102 were teachers. Of this there were 21 male teaching staff (of which 3 part time) and 81 female staff (of which 25 part time). In comparing the gender pay gap it was found that the mean gender pay gap for teachers was 4% and the median was 6.69% which is well below the average gender pay gap for all employees in the UK which was 15.5% in 2020.

We continue to be a flexible employer and a number of our employees choose to work less than full time (32.5 hours for teachers, or 37 hours for support staff).

Of the 320 qualifying employees, 12 out of the 33 males (or 36.36%) were working part time and 223 out of the 287 females (or 77.7%) were working part time.

The Trust has a pay structure and other processes which ensure that discrimination based on gender is not currently an issue within the Trust. The Trust Board however recognises that the organisation as a whole has a higher gender pay gap than the national figure and they are committed to reducing this gap through:

- Continued support to requests for flexible working hours for all staff where it can be accommodated
- Professional Development opportunities and support with all staff to encourage promotion either within or outside of the Trust

M Collins  
**Trust Principal**

AM Willett  
**Trust Operations & Finance Officer**

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