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## Gender Pay Gap Report 2019

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 31/3/19.

### Gender gap and bonus gap

Difference between men and women	Mean (Average)	Median (Average)
Gender Pay Gap	35%	57%
Gender Bonus Gap	0	0

Mean difference last year was 24.28% and the Median was 40.63%

### Pay Quartiles

On 31/3/19 there were 317 qualifying employees (slightly down from 325 last year) included in the report. 279 female (88%); 38 male (12%). (Split last year was 279 female to 46 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	26.25% Men (27.16% last year)	73.75% Women (72.84% last year)
Upper middle quartile	15.19% Men (17.28% last year)	84.81% Women (82.72% last year)
Lower middle quartile	3.8% Men (7% last year)	96.20% Women (93% last year)
Lower quartile	2.53% Men (5% last year)	97.47% Women (95% 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 279:38 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.

Over half 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



To help understand the various 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 317 qualifying employees for the full report, 108 were teachers. Of this there were 23 male staff (3 part time) and 85 female staff (25 part time). In comparing the gender pay gap it was found that the mean (average was 11.8% and the median was 10.6. which is well below the average gender pay gap for all employees in the UK which was 17.3% in 2019.

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 317 qualifying employees, 12 out of the 38 males (or 31.6%) were working part time and 209 out of the 279 females (or 74.1%) 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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National  
Teaching  
School