



Success Academy Trust
Station Road
Broughton Astley
Leicestershire LE9 6PT
Telephone: 01455 283263
Fax: 01455 285758

admin@thomasestley.org.uk
www.successat.org.uk

Gender Pay Gap Report 2018

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 31/3/18.

Gender gap and bonus gap

Difference between men and women	Mean (Average)	Median (Average)
Gender Pay Gap	24.3%	43.5%
Gender Bonus Gap	0	0

Mean difference last year was 33.64% and the Median was 47.63%

Pay Quartiles

On 31/3/18 there were 324 qualifying employees (up from 301 last year) included in the report. 278 female; 46 male. (Split last year was 260 female to 41 male)

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

Top (highest) quartile	27% MEN	73% WOMEN
Upper middle quartile	17% MEN	83% WOMEN
Lower middle quartile	7% MEN	93% WOMEN
Lower quartile	5% MEN	95% WOMEN

Supporting Statement and Narrative

Success Academy Trust is committed to equal pay and knows 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 but is a reflection of the overall workforce composition rather than pay inequalities.

The Trust recognises that women outnumber men by 278:46 and it is also aware that men are underrepresented in the lowest quartiles of the workforce. At the top of the lowest quartile the normal weekly working hours is 13.

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.

Success Academy Trust supports flexible working with 73% women and 35% of men in part time posts (based on full time average of more than 32.5hrs per week). Part time hours 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.

The Board will identify and consider how the pay gap can be reduced in future years.

Declaration: I confirm that the above information has been prepared from our payroll data on the snapshot date and fairly represents the Gender Pay Gap information for the Diocese of Salisbury Academy Trust.

M Collins
Trust Principal

AM Willett
Trust Operations & Finance Officer

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