

South East Surrey Schools Education Trust Gender Pay Gap Report

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, we are required to report our gender pay gap data on an annual basis. The figures below show the difference in the average earnings of men and women and are based on our employee headcount as at 31 March 2017.

1. average gender pay gap as a mean average: 23.3%
2. average gender pay gap as a median average: 34.0%
3. average bonus gender pay gap as a mean average: n/a
4. average bonus gender pay gap as a median average: n/a
5. proportion of males receiving a bonus payment and proportion of females receiving a bonus payment: no bonus payments made
6. proportion of males and females when divided into four groups ordered from lowest to highest pay:
 - Q1 Lower 15.2% male: 84.8% female
 - Q2 Lower Middle 23.8% male: 76.2% female
 - Q3 Upper Middle 28.3% male: 71.7% female
 - Q4 Upper 46.7% male: 53.3% female

We are satisfied that our pay scales and awards ensure staff in similar roles, with equivalent responsibilities, are paid the same regardless of gender.

The difference in average pay is a reflection of the staffing structure of the schools where there are a significant number of part time, term time only support staff who are predominantly female, whose hourly pay rate places them in the lowest quartile. This disparity in representation in lower paid support roles is shown in the quartile figures, in which Quartile 1 has a high percentage of female workers.

The balance of male and female employees in the upper quartile (Quartile 4) reflects the career development opportunities that exists for staff of both genders to progress within the organisation and the mix of genders in our senior teams and middle management.

David Blow
Executive Headteacher & Accounting Officer