

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 at the snapshot date 31st March 2019.

1. average gender pay gap as a mean average: 17.84%
2. average gender pay gap as a median average: 31.24%
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:

	Lower	Lower	Upper	
	Lower	Middle	Middle	Upper
	quartile	quartile	quartile	quartile
Male	22.64%	21.70%	31.13%	39.25%
Female	77.36%	78.30%	68.87%	60.75%

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

The gender pay gap is a high level, non-adjusted indicator of earnings which is affected by workforce distribution and workforce makeup

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 lower and lower middle quartiles. This disparity in representation in lower paid support roles is shown in the quartile figures, in which the lower and lower middle quartiles have a higher percentage of female workers.

The balance of male and female employees in the upper middle and upper quartiles 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.

The trust promotes flexible working and has childcare facilities available.

David Blow
Executive Headteacher & Accounting Officer