

South East Surrey Schools Education Trust
Gender Pay Gap Report for 31st March 2020

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 2020.

1. Average gender pay gap as a mean average: 14.63%
2. Average gender pay gap as a median average: 21.37%
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	Upper	
	Lower	Middle	Middle	Upper
	quartile	quartile	quartile	quartile
Male	27.43%	20.35%	31.86%	38.26%
Female	72.57%	79.65%	68.14%	61.74%

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, and term-time only support staff who are predominantly female. Their hourly pay rate places them in the lower and lower middle quartiles, and therefore the mean and median hourly rate of female employees will be skewed downwards towards the lower and lower middle quartiles where there are more female employees.

That there are more female than male employees in the upper middle and upper quartiles reflects the career development opportunities that exist for all staff, regardless of gender, 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