



The Trust is an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it does not involve publishing individual employees data.

The Trust is required to publish the results on its website and a government website. The Trust will do this within one calendar year of 30 March 2017.

The Trust's results are:

1. Average gender pay gap as a mean average:
  - a. 30.9%
2. Average gender pay gap as a median average:
  - a. 41.8%
3. Average bonus gender pay gap as a mean average:
  - a. 0%
4. Average bonus gender pay gap as a median average:
  - a. 0%
5. Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment:
  - a. 0% (male), 0% (female)
6. Proportion of males and females when divided into four groups ordered from lowest to highest pay:
  - a. Lower Quartile male 10.1%, female 89.9%
  - b. Lower Middle Quartile male 7.9%, female 92.1%
  - c. Upper Middle Quartile male 16.7%, female 83.3%
  - d. Upper Quartile male 31.1%, female 68.9%

The results show:

1. No bonus payments are made to staff.
2. Female staff are in the greatest proportion across all quartiles, whilst also making up a significant part of the workforce.
3. Please also note that the snapshot date (30 March 2017) came two days before another secondary school joined the Trust which will be reflected in next year's reports.
4. The Trust believes a gender pay gap exists due to the nature of many roles in schools traditionally filled by female workers (i.e. MDAs, learning assistants, catering assistants and cleaners and support staff)

whilst more senior positions are in fact more widely shared amongst gender.

5. However, this is not by design but as a result of recruitment practice, suitable candidates and successful applicants. The Trust does not discriminate in any capacity and these results do not portray illegal practice in any way.

We can use these results to assess:

1. the levels of gender equality in our workplace
2. the balance of male and female employees at different levels
3. how effectively talent is being maximised and rewarded.

Over the next twelve months the Trust will consider how we will use these results to address the above gender pay gap.

Further details about how we intend to tackle our gender pay gap can be found by:

- talking to your Headteacher
- contacting the SWECET HR department

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We will establish this by using our existing HR and payroll records. All employees can confirm and update their records if they choose to by contacting Peter Melville, Chief Operating Officer at [melvillep@swecet.org](mailto:melvillep@swecet.org).

This report is approved by the Board of Trustees

22 March 2018