



Diocese of Southwell & Nottingham Multi Academy Trust

Gender Pay Gap Report 2023

The Diocese of Southwell & Nottingham Multi Academy Trust (SNMAT) is 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 will not involve publishing individual employees' data.

We can use these results to assess:

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

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap.

Gender Pay Reporting requires SNMAT to make calculations based on employee gender. We have used our existing HR and payroll records. All employees can confirm and update their records if they choose to by contacting payroll@snmat.org.uk.

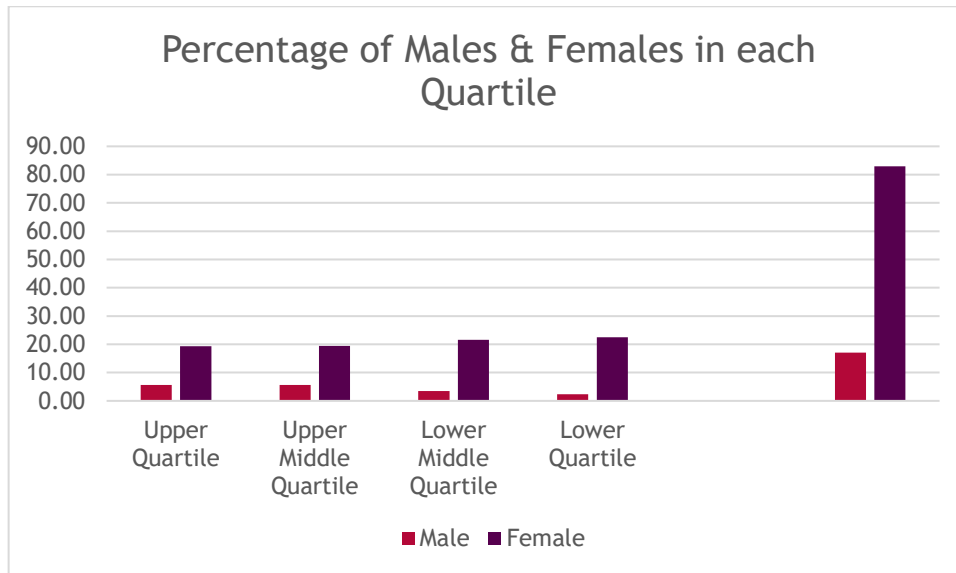
This is SNMAT's report for the snapshot date of 31 March 2022. On this date we employed 875 members of staff - 149 men and 726 women. As there are variations in the recorded weekly hours between primary and secondary school teachers, we have used the minimum working hours for teachers of 1265 hours per annum divided by 39 working weeks, this makes the weekly hours 32 hours and 26 minutes. The calculations are based on the Full Pay Relevant Employees (all employees who received their usual full basic pay on the snapshot date. Employees who were not in receipt of their usual pay for reasons such as unpaid leave, maternity, paternity or sick leave are not included)

Gender Pay Gap Data

- The mean gender pay gap for SNMAT is 19.21%.
- The median gender pay gap for SNMAT is 32.48%.
- The mean gender bonus gap for SNMAT is 0%.
- The median gender bonus gap for SNMAT is 0%.

- The proportion of male to female employees receiving a bonus is 0% as we do not operate a bonus scheme.
- Within SNMAT, women earn 80.79p for every £1 that men earn when comparing the median hourly wages.

Pay Quartiles by Gender



The above charts illustrate the gender distribution at SNMAT across four equally sized quartiles each containing around 219 employees. Overall we employ more women than men across all pay quartiles and have more women than men in our senior roles.

What are the underlying causes of SNMAT's gender pay gap?

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

SNMAT is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). All posts are evaluated according to the role and graded accordingly. Teachers pay is graded in line with the School Teachers Pay & Conditions Document which recommends that Head teacher pay is based on the size of the school.

SNMAT is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. We employ more women than men, with some schools having an all-female workforce, and across the MAT there are more female Headteachers than male.

The main reason for our gender pay gap, is the higher proportion of women in part-time roles within schools, currently 46.18% of the workforce are part-time female employees. Women are more likely than men to have had breaks from work that have affected their career progression, for example to bring up children. They are more likely to work part-time or put their career on hold while they are raising children. As a result, more men move from middle management into senior management. Men are more likely to have worked in a senior role e.g. headship for longer, so will have progressed up the pay spine. We also employ a higher number of women than men in lower paid roles as these are invariably part-time and this also has an impact on the mean average pay.

The figures relating to full and part time employees are illustrated below (based on the Full Pay Relevant Employees).

Number of full-time teachers		Number of part-time teachers	
Men	Women	Men	Women
77	170	5	83
Full-time teachers as percentage of the workforce		Part-time teachers as a percentage of the workforce	
Men	Women	Men	Women
8.80%	19.38%	1.71%	9.49%
Number of full-time support staff		Number of part-time support staff	
Men	Women	Men	Women
52	152	15	321
Full-time support staff as a percentage of the work force		Part-time support staff as a percentage of the work force	
Men	Women	Men	Women
5.94%	17.37%	1.71%	36.69%
Total number of full-pay relevant employees		875	

How are we addressing the gender pay gap?

The SNMAT will continue to ensure it evaluates posts according to role and has a transparent pay policy.

Within primary education we are looking to encourage more males into our schools. However, we are mindful that we need to develop strategies to support women who wish to progress from middle leadership into senior leadership. This is an issue that affects other education organisations and is not unique to the SNMAT. The National College for School Leadership is running NPQH courses for women only as an initiative to address this issue.

As a supportive employer, wherever possible and taking into consideration the needs of the academy and pupils, we support requests for flexible working and will ensure all employees are aware of the flexible working policy. We will ensure that the policy applies to all areas and levels of the organisation regardless of role and level of seniority, and that flexible working need not be limited to part-time working. It is also important that we make clear that flexible working is available to male employees.

SNMAT needs to ensure male and female staff are aware of the maternity, paternity and leave of absence policies and promote other arrangements such as shared parental leave.

SNMAT is committed to reporting on an annual basis on what it is doing to reduce the gender pay gap and the progress that it is making.

I, **Chris Moodie, Chief Executive Officer**, confirm that the information in this statement is accurate.

Signed:

A handwritten signature in black ink that reads "Chris Moodie". The signature is written in a cursive style with a dot above the 'i'.

Date:

31/03/2023