



Diocese of Southwell & Nottingham Multi Academy Trust

Gender Pay Gap Report 2024

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.

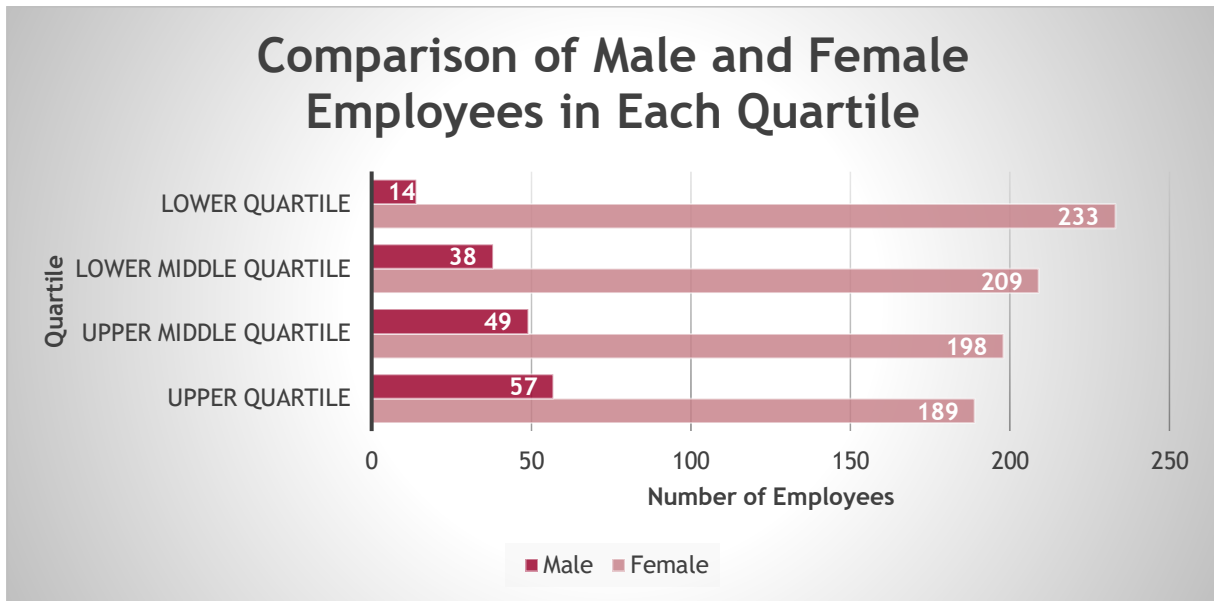
Gender Pay Reporting requires SNMAT to make calculations based on employee gender. We have used our existing HR and payroll records. All employees can confirm and update their records if they choose to by contacting payroll@snmat.org.uk.

This is SNMAT's report for the snapshot date of 5th April 2024. On this date we employed 987 members of staff - 158 men and 829 women. 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 21.21%.
- The median gender pay gap for SNMAT is 26.51%.
- 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 74p 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 247 employees. Overall we employ more women than men across all pay quartiles and have more women than men in our senior roles and the gender pay gap has reduced since 2023. However the chart clearly demonstrates that as the hourly rate of pay decreases the number of females in employees in those roles increase, there is an opposite trend for male employees.

There has been a slight decrease in the 2024 gender pay gap this could be attributed to the overall reduction in the number of male employees in the upper and lower quartiles.

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. Women are well represented within our workforce, we employ more women than men, with some schools having an all-female workforce, and across the MAT there are more female Headteachers and female senior leaders than male.

The headline mean gender pay gap across the school sector is 17.1 per cent, and the median is 27.8 per cent. This mean gap is lower than last year, though the median gap is marginally higher.

SNMAT believes the reason for its gender pay gap is the higher proportion of women in part-time roles within schools, currently 65.85% 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.

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:

CMoolie

Date: 11/06/2024