



**Samuel Ward Academy Trust**  
**Gender Pay Reporting Statement**  
**March 2018**

**Context**

Under new laws welcomed by Samuel Ward Academy Trust (SWAT) all employers in the UK with 250 or more employees must now report statutory calculations showing the size of their gender pay gap. The gender pay gap provides a snapshot of the gender balance within an organisation. It measures the difference between the average earnings of all male and female employees, irrespective of their role or seniority.

The SWAT workforce consists of significantly more females than males. This profile reflects industry trends for teaching and support staff in the schools sector. Our gender pay gap results should be considered in the context of this distribution as the predominance of females to males has a significant influence on our overall gender pay gaps.

**Gender Pay Reporting**

The following results have been calculated in line with mandatory requirements:

Gender Pay Statistics	
Mean gender pay gap	35.3%
Median gender pay gap	52.5%
Mean bonus pay gap	0%
Median bonus pay gap	0%
Proportion male receiving bonus	0%
Proportion female receiving bonus	0%

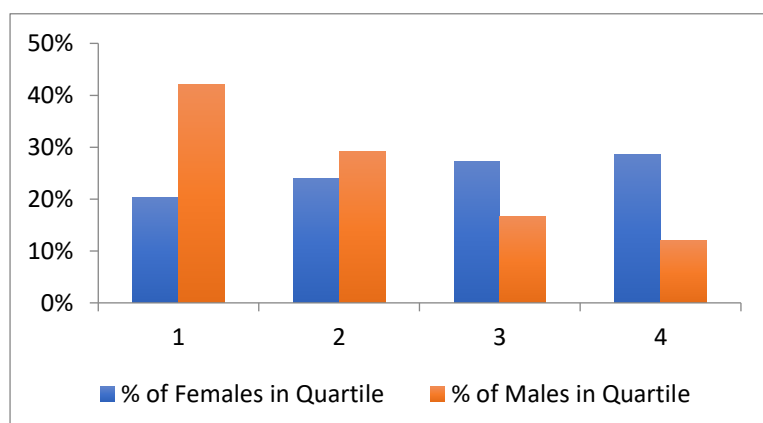
Quartile pay bands	Top Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile
% of Male in Quartile	37%	25%	15%	11%
% of Female in Quartile	63%	75%	85%	89%

### Key Findings: Gender Pay Gaps

Mean and median pay gaps of 35.3% and 52.5% are indicative of the distribution of senior roles in SWAT where these senior roles, which attract the highest pay are held by men.

If we calculate the total percentage of females and males in each quartile as a percentage of females and males in the total workforce, the distribution is clearly visible.

	Top Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile
% of Females in Quartile	20%	24%	27%	29%
% of Males in Quartile	42%	29%	17%	12%



**Table 1: % of females and males as a % of the total workforce in each quartile**



This data provides a valuable tool in helping us to understand our organisation and sector. Gender pay gap reporting is a critical step in our plans to attract, retain and develop a diverse talent population across all levels. Our results show that we have more work to do. We do not view the data as acceptable and are committed to remedying it. We will set in motion a Gender Diversity Action Plan to close the gender pay gap which forms an integral part of our work on equality and diversity.

## **Objectives**

SWAT has identified the following objectives in support of our gender pay gap results.

1. Implement candidate attraction strategies that promote diversity and equality ensuring that the widest pool of talent is encouraged to apply for roles with a focus on those in under-represented groups. This will include:
  - Ensuring that all recruiting managers undertake interview and diversity training as part of their mandatory requirements
  - Reviewing candidate attraction strategies to encourage those in under-represented groups
  - Revise and encourage flexible working arrangements across all roles with a greater focus on roles at the most senior levels
  
2. Deliver appropriate learning and development to equip our workforce with suitable skills and experience to ensure that they are considered for promotion into senior roles with a focus on under-represented groups. This will include:
  - Devising a robust succession planning model across the organisation that will provide access to mentoring and training and development opportunities
  - Delivering a 'women in leadership' programme for all aspiring leaders
  - Implementing a robust internal resourcing model to ensure that the SWAT workforce is able to take advantage of the opportunities arising in a growing Trust

**Kay Maddox**

**Director of Human Resources**

**March 2018**