



REPORT ON GENDER PAY GAP

South Manchester Learning Trust is an employer required by law to carry out Gender Pay Gap reporting under the Equality Act 2010 and Gender Pay Gap Information Regulations 2017.

This involves performing 6 calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee data.

We are required to publish the results of the calculations on our website.

We can use these results to assess

- The levels of gender inequality in our organisation
- The balance of male and female employees at different levels
- How effectively talent is being maximised and rewarded

The challenge in South Manchester Learning trust and across Great Britain is to eliminate a gender pay gap.

Gender Pay Gap Reporting requires the Trust to perform calculations based on employee gender. We will establish this by using existing HR and payroll records. You can learn more about Gender Pay Gap Reporting by visiting the ACAS website.



South Manchester Learning Trust supports the fair treatment of all staff irrespective of gender through our transparent recruitment, pay and professional development processes.

The Gender Pay Gap results for the 2018 period are shown in the table below.

MEDIAN PAY GAP	MEAN PAY GAP	LOWER QUARTILE	LOWER MIDDLE QUARTILE	UPPER MIDDLE QUARTILE	UPPER QUARTILE
35% lower for women	18% lower for women	23% Male 77% Female	22% Male 78% Female	37% Male 63% Female	39% Male 61% Female

No bonuses were paid to any member of staff for the reporting period

The Trust adopts pay scales for all teachers that are agreed nationally and are aligned annually to the School Teachers Pay and Conditions Document. For non-teaching staff the Trust adopts pay scales set by the National Joint Council (NJC). Within the South Manchester Learning Trust all teachers at all academies progress through pay scales for their grade based on performance and support staff progress through pay scales irrespective of gender.

There were 276 members of staff of which 30% were male and 70% were female. In all of the quartiles and overall there is a significantly higher proportion of women particularly in the lower and lower middle quartiles. This illustrates that the overall mean gender pay gap arises predominantly as a result of the proportion of women who work in lower pay grades particularly for non-teaching staff.

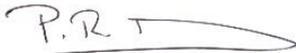
To provide a more detailed analysis and to further illustrate relative pay gaps, the Trust has also reported the results for both teaching and support staff separately in the table below.



For further analysis, we have used the quartile rankings for all staff employed by South Manchester Learning Trust and completed a separate gender analysis for teachers and support staff. This exemplifies that for all staff in the Lower Quartile, none are teachers and 100% are support staff. The mean gender pay gap for support staff is skewed as a result of mid-day assistant staff pay grades at the lowest end of the pay scales being filled entirely by women.

	MEDIAN PAY GAP	MEAN PAY GAP	LOWER QUARTILE	LOWER MIDDLE QUARTILE	UPPER MIDDLE QUARTILE	UPPER QUARTILE
Teachers	35% lower for women	9% lower for women	0% Male 0% Female	14% Male 86% Female	36% Male 64% Female	39% Male 61% Female
Support	37% higher for women	7% lower for women	23 % Male 77% Female	24% Male 76% Female	40% Male 60% Female	0% Male 100% Female

The Trust will continue to monitor gender pay gap and will direct attention to reducing current gaps wherever it is feasible to do so.

<p>Supporting Statement</p> <p>I can confirm that the above information has been prepared from the Trust's HR and payroll data for the March 2018 reporting period and fairly represents the Gender Pay Gap for the South Manchester Learning Trust and its academies.</p> <p>Signed:  Chief Executive Officer</p>
--