



GENDER PAY GAP REPORT 2023

As at 31st March 2023, Southfields Multi Academy Trust (MAT) employs 412 members of staff. As an employer of over 250 staff we are required to carry out Gender pay reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This data will be published annually in line with legislation to highlight the gap between our male and female employees.

Our workforce is made up of 78% females and 22% males across two schools.

The MAT consists of one secondary school with a 6th form provision and one special school catering for students aged 2-19, which also has a residential provision.

Mean	Women are paid 3% per hour lower than men
Median	Women are paid 29% per hour lower than men
Bonus payments	Southfields Multi Academy Trust does not have a bonus scheme so there is data to report on.

Pay Quartiles

The pay quartiles show the proportion of males and females when split into four quartiles. The quartiles have been ordered from the highest to lowest hourly pay of applicable employees. In each quartile we have a higher proportion of females.

We are proud that 78% of the top quartile is female. The second quartile is 70% female staff. The top two quartiles added together shows as 74% female staff.

Our gender pay gap and why do we have one?

The Gender Pay Gap focuses broadly on the variations in gender pay across the organisation as a whole.

Of our top ten hourly paid staff, eight including our CEO are women. Both schools have a positive gender balance in the senior leadership teams.

We have identified the primary driver for the gap is having significantly more women in teaching, support and operational roles compared with men. These roles reflect the national picture and are typically at the lower end of our pay scales and paid on a term time only basis, supporting our family friendly approach. In addition, there are

significantly fewer male teachers in our Special School compared with the Secondary School in the MAT.

Working to further reduce the gap

The Trust remains committed to reducing the Gender Pay Gap and seeks to retain and attract a diverse workforce.

The current picture in relation to our Gender Pay Gap is positive in comparison to other educational establishments. Whilst progress is being made, we continue our commitment to making further reductions in the gap by taking positive action to support change;

- Promotion of our Equal Opportunities approach through marketing, recruitment and advertising.
- We seek to develop our family friendly policies and offer flexible working and job shares where possible, including those staff in Leadership posts.
- We strive to 'grow and develop our own' by offering pathways for career development to retain our highly skilled staff.
- Ongoing monitoring of the salary data and evaluation of progress.
- We offer a formal avenue for coaching and mentoring in order to provide support to our workforce around career progression and development.

This data has been extracted from payroll data taken from 31/03/2023 and is representative of that data for Southfields Multi Academy Trust.



Jacqueline Valin

CEO Southfields Multi-Academy Trust