Solent Academies Trust

Gender Pay Analysis Report – 31 March 2023

Solent Academies Trust is an employer with over 250 employees and is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The information reported upon, is based on the snapshot date of 31 March 2023.

Solent Academies Trust operates as an equal opportunities employer, and does not discriminate in any way (as defined by the Equalities Act 2010 and other relevant legislation), regarding recruitment, performance management and employee career development opportunities. Gender plays no part in the assessment of salaries at Solent Academies Trust. Roles are evaluated in line with relevant job evaluation schemes.

Mean Gender Pay Gap (Difference in male to female mean pay)	**-9.20%**
Median Gender Pay Gap (Difference in male to female median pay)	**-7.09%**
Percentage Mean Bonus Gap	**No Bonus Paid**
Percentage Median Bonus Gap	**No Bonus Paid**

Women earn 92.9p for every £1 that men earn when comparing median hourly wages.

Employees by pay quartile	**Male %**	**Female %**
First (lower) Quartile	10.71%	89.29%
Second Quartile	7.21%	92.79%
Third Quartile	16.22%	83.78%
Fourth (upper) Quartile	16.22%	83.78%

Number of employees by gender	**Male** **56**	**Female** **389**

Women make up 87.42% of the workforce and are well represented at all levels within our Trust. The majority of female staff falling outside of teaching are employed in support type roles – teaching assistants, midday supervisors etc., and these types of roles are predominantly contained within the third and fourth quartiles. These categories of staff are paid in accordance with the National Joint Council for Local Government Services agreement adopted by the Trust.

Solent Academies Trust follows the School Teachers Pay and Conditions Document (STPCD) and all teaching staff are paid in line with STPCD pay scales.

Solent Academies Trust offers opportunities to males and females at all levels of the organisation.