

Gender Pay Gap Report 2023-24

Introduction

At South Farnham Educational Trust we are committed to equality, diversity and inclusion and to supporting the fair treatment of all employees, irrespective of gender and we work hard to have an inclusive workforce across the whole Trust. We have staffing policies in place to ensure that we offer:

- transparent recruitment processes
- equality of opportunity
- equitable and fair pay decisions

Understanding the Gender Pay Gap

It is important to understand the difference between the gender pay gap and equal pay.

Gender Pay Gap is a measure of the difference between men's and women's average earnings across an organisation expressed as a percentage of men's earnings.

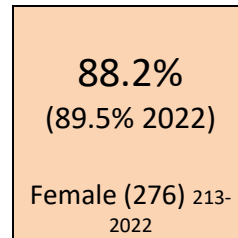
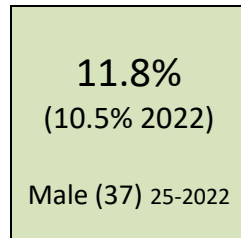
Equal Pay is the right for men and women to be paid the same when doing the same work of equal value.

Relevant employers are those with a head count of at least 250 as of 31st March 2023. At this date the number of relevant employees within the Trust was 313. Reporting is mandatory and the legislation states that specific key metrics should be reported:

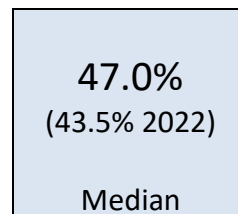
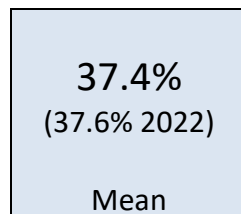
- mean (average) gender pay gap using hourly pay (difference expressed as a %)
- median gender pay gap using hourly pay (difference expressed as a %)
- percentage of men and women in each hourly pay quarter
- percentage of men and women receiving bonus pay
- mean (average) gender pay gap using bonus pay (difference expressed as a %)
- median gender pay gap using bonus pay (difference expressed as a %)

South Farnham Educational Trust Gender Pay Gap Analysis

Total staff = 313 (2022 – 238)



The South Farnham Educational Trust Gender Pay Gap Report is a snapshot as at 31st March 2023. The hourly gender pay gap is:



The proportion of male and female full pay relevant employees in each of the four quartile bands is as follows:

Q1	Lower quartile	1.0% Male	99.0% Female
Q2	Q2 - Lower middle quartile	2.9% Male	97.1% Female
Q3	Upper middle quartile	14.3% Male	85.7% Female
Q4	Upper quartile	20.2% Male	79.8% Female

The figures reflect the percentage of men and women in four quartile bands by dividing our workforce into four equal parts.

Percentage of male staff receiving bonus payments = 0%
Percentage of female staff receiving bonus payments = 0%
Mean gender pay gap using bonus pay = 0%
Median gender pay gap using bonus pay = 0%

The gender split of staff within South Farnham Educational Trust shows significantly more female staff, which is in line with schools nationally, especially within the primary sector. According to the latest School Workforce Census Data the teaching workforce of England is consistently predominantly female; 76% as at November 2022 with male teachers more likely to work in secondary schools. 93% teaching assistant staff were female with variances per post, and females making up the majority in each support staff post.

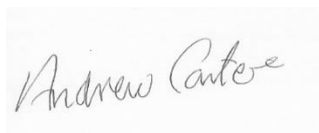
How we are working to reduce our gender pay gap

The issue for South Farnham Educational Trust is not one of equal pay as the Trust pays all staff whatever their gender on nationally or locally agreed pay terms. There is a high percentage of female staff in support roles staff roles which are generally lower paid than teaching roles. There is an additional issue with teaching and support staff having different hours per working week (32.5 hours for teachers and 36 hours for support staff) meaning the same annual salary will result in a different hourly rate.

Strategies that the Trust uses to continue to improve our gender pay gap include:

- supporting leadership opportunities for women
- provision of CPD for all staff
- supporting staff wellbeing
- allowing all staff to progress their careers
- ensuring job roles are evaluated to provide fair pay
- jobs being advertised without gender balance
- benchmarking roles and working towards harmonisation across all schools within the Trust
- ongoing monitoring of our gender pay gap

I confirm that the above information has been prepared from our payroll data on the snapshot date and fairly represents the Gender Pay Gap information for South Farnham Educational Trust



Sir Andrew Carter,

CEO