



SENDAT GENDER PAY GAP REPORT

INTRODUCTION

Since 2018 all UK employers with 250 or more employees have been required to report on their gender pay gap, based on statutory calculations. SENDAT passed this threshold early in 2021 and as part of our commitment to transparency, we are very happy to share this information about our workforce.

The gender pay gap gives a snapshot of the gender balance within an organisation and measures the difference between the earnings of all male and female employees, regardless of their seniority or role.

We also recognise that a high proportion of our support staff are in the lower middle and lower pay quarters. This does not reflect the crucial contribution professionalism of our support staff and the professional requirements attached to many of their roles.

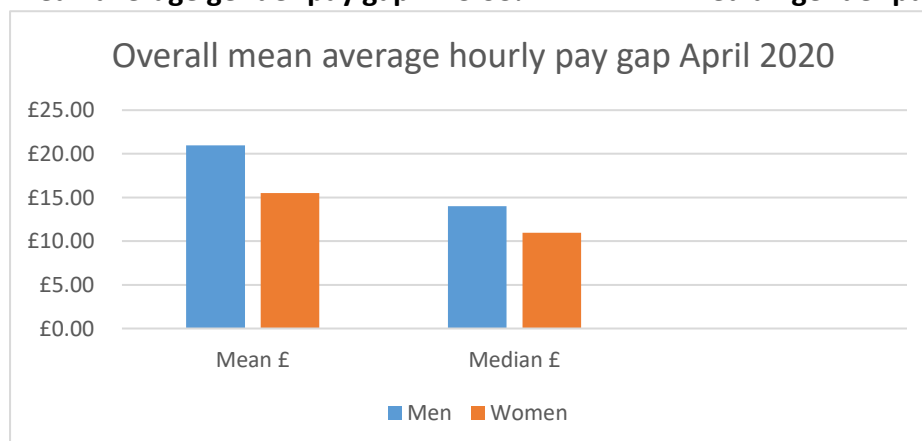
Like most, if not all educational establishments, SENDAT employs significantly more women than men. This report is based upon the government's 'snapshot date' of 31st March 2020, when SENDAT employed 28 men and 189 women.

Our organisational hierarchy is very flat, which means that we have small Senior Leadership teams at both Trust and individual School/Alternative Provision level. These factors.

Both these factors influence our overall general pay gaps which are calculated in line with the mandatory requirements as follows:

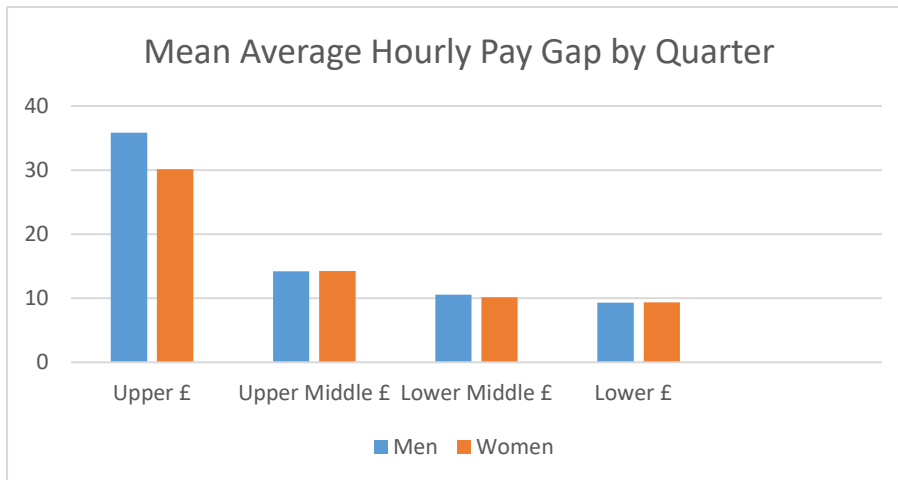
Mean average gender pay gap = 25.95%

Median gender pay gap = 21.59%

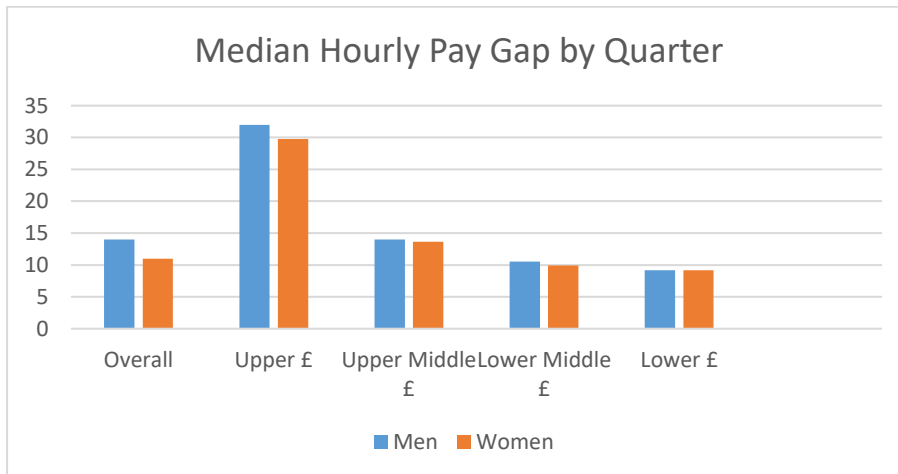




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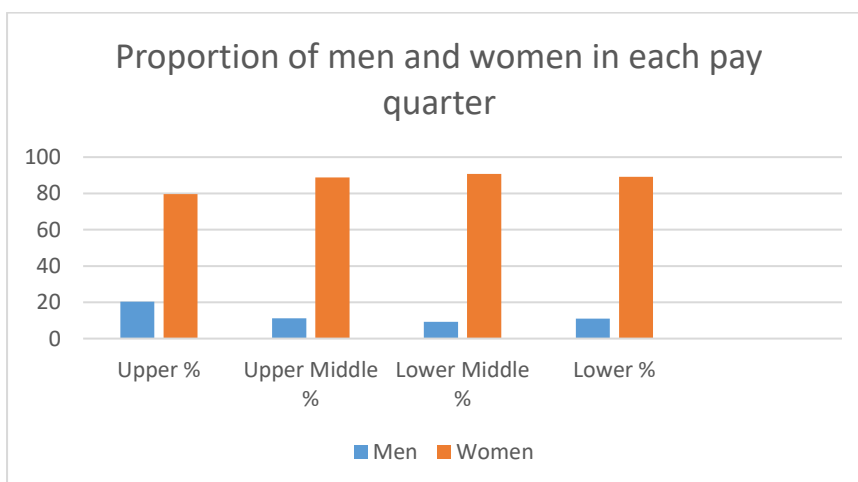


Upper = 15.99% Upper Middle = -0.35% Lower Middle = 3.87% Lower = -0.54%



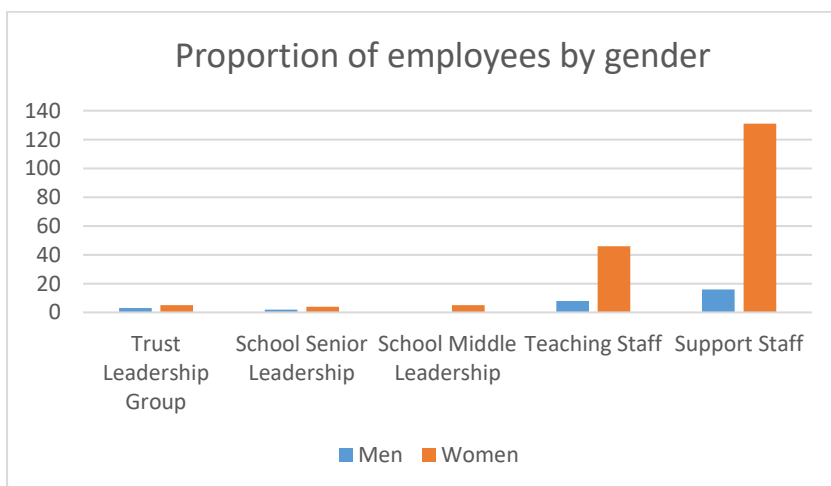
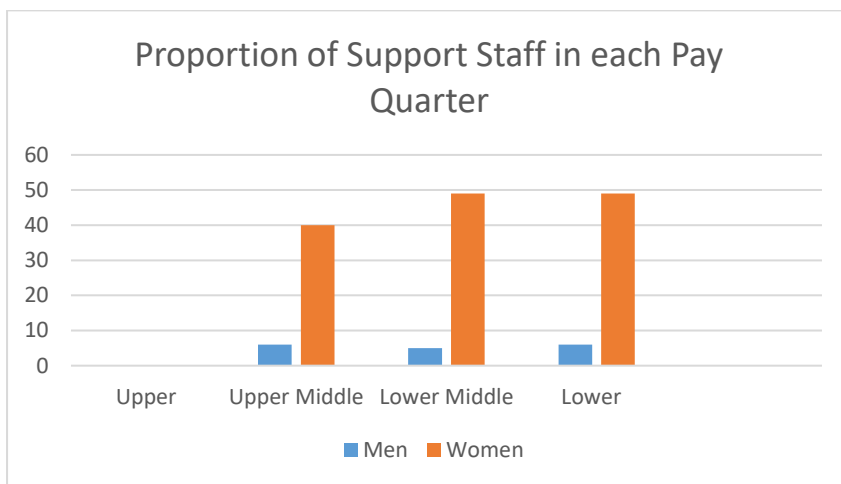
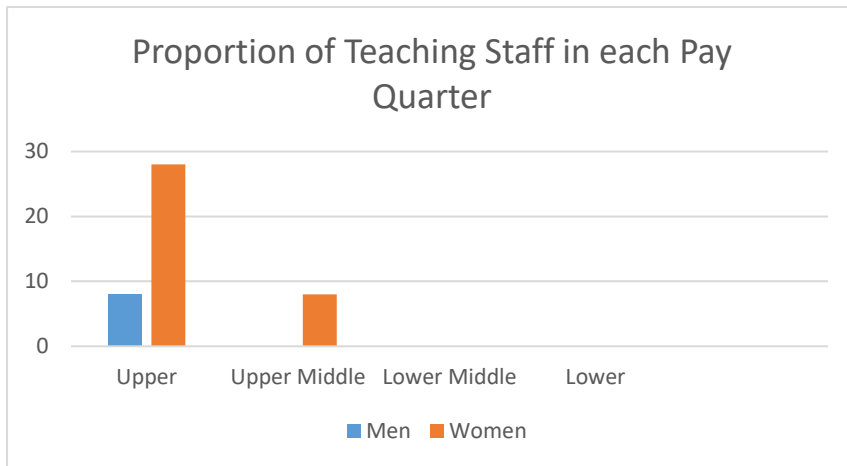
Overall = 21.59%

Upper = 6.9% Upper Middle = 2.5% Lower Middle = 5.69% Lower = 0%





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We are very pleased to note that SENDAT can report a lower difference in median hourly pay than most other MATs and amongst the highest number of women in our upper pay quartile. Nonetheless, we aspire to reduce our gender pay gap still further.

We are also striving to ensure that our relatively flat organisational hierarchy does not restrict opportunities for career progression and continuous professional development



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(CPD) for every SENDAT employee. As part of this strategy, SENDAT has a robust appraisal system for all teaching and support staff colleagues.

In the past year have:

1. Added two new posts to our Leadership Team at Trust level (both female appointments):
 - Trust Trauma Lead
 - Trust Estates and Facilities Manager
2. Offered support in the form of training sponsorships for:
 - Level 5 Diploma in Trauma and Mental Health Informed Schools
 - HLTA Preparation Programme
3. Expanded the Educational Management Teams at individual School/AP level.

MATS DATA

TRUST NAME	DIFFERENCE IN MEDIAN HOURLY PAY	PROPORTION OF WOMEN IN LOWEST 25% PAY BRACKET	PROPORTION OF WOMEN IN HIGHEST 25% PAY BRACKET
Delta Academies Trust	47.8%	91%	66.8%
Ormiston Academies Trust	43.2%	78.9%	62.1%
The Diocese Of Norwich Education And Academies Trust	42.3%	92%	75%
Greenwood Academies Trust	37.8%	92%	68%
The David Ross Education Trust	37.4%	90.2%	67.4%
Academies Enterprise Trust	34.6%	89.6%	62.7%
The Kemnal Academies Trust	33.9%	89.1%	70.3%
Reach2 Academy Trust	30.7%	95%	89.3%
Oxford Diocesan Schools Trust	23.7%	93%	89%
The Diocese Of Ely Multi-Academy Trust	23%	90%	88%
Harris Federation	18.9%	81.1%	59.2%
Ark Schools	18%	81%	66%
Oasis Community Learning	17.3%	83%	65%
United Learning Trust	16.9%	80.9%	62.5%
Plymouth Cast	7%	95%	91%