



SENDAT GENDER PAY GAP REPORT – March 2022

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.

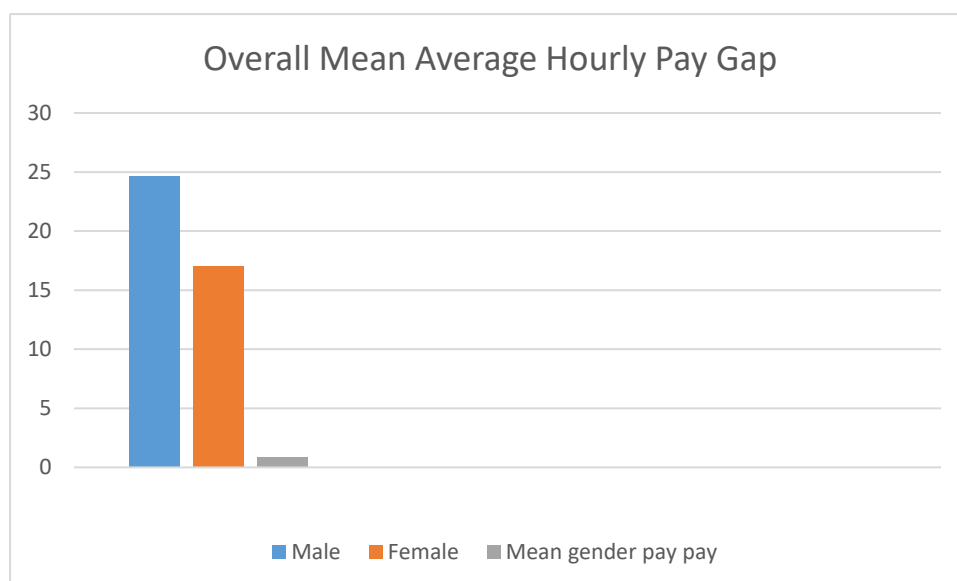
The gender pay gap gives a snapshot of the gender balance within an organisation and measures the difference between the earnings of all male and female employees, regardless of their seniority or role.

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 2021 when SENDAT employed 29 men and 203 women.

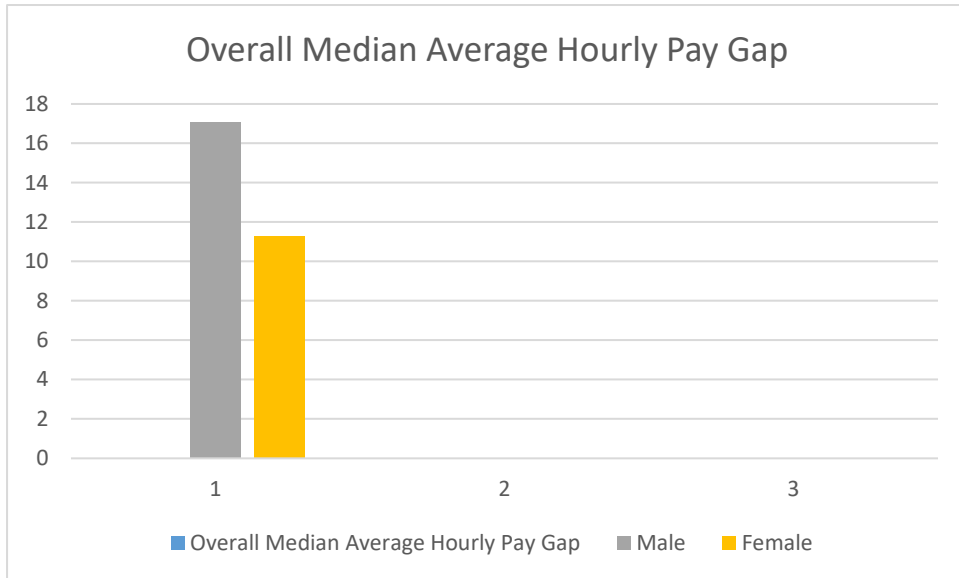
Our organisational hierarchy is very flat, which means that we have small Senior Leadership teams at both Trust and individual School/Alternative Provision level.

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



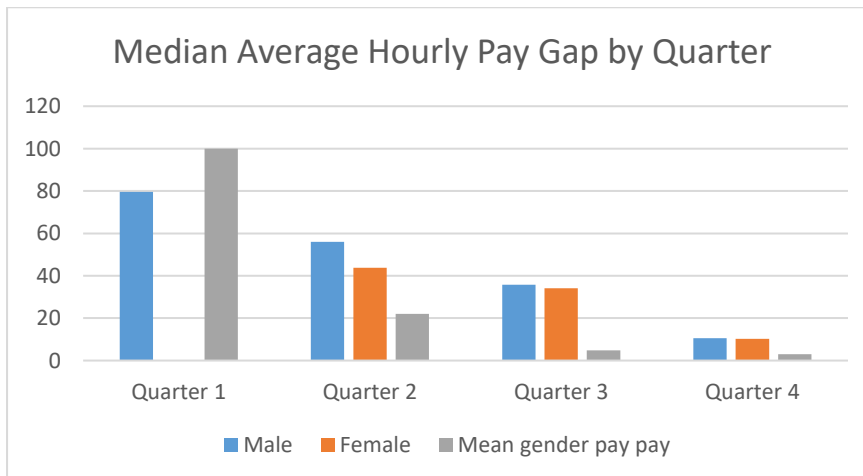
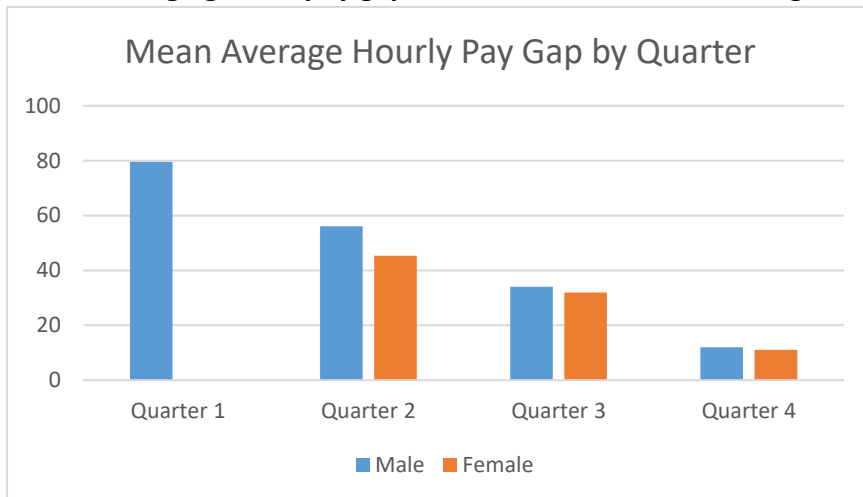


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Mean average gender pay gap = 31.00%

Median gender pay gap = 33.92%





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Mean Average Hourly Pay Gap by Quarter

| | Quarter 1 | Quarter 2 | Quarter 3 | Quarter 4 |
|-----------------------|-----------|-----------|-----------|-----------|
| Male | 79.58 | 56.075 | 34.013 | 12.04779 |
| Female | 0 | 45.39571 | 31.98196 | 11.04055 |
| Mean gender pay gap % | 100 | 19.04461 | 5.971374 | 8.360378 |

Median Average Hourly Pay Gap by Quarter

| | Quarter 1 | Quarter 2 | Quarter 3 | Quarter 4 |
|-----------------------|-----------|-----------|-----------|-----------|
| Male | 79.58 | 56.075 | 35.8427 | 10.52229 |
| Female | 0 | 43.7545 | 34.12569 | 10.21 |
| Mean gender pay gap % | 100 | 21.97147 | 4.794574 | 2.96789 |

We are very pleased to note that SENDAT compares well with 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 (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 we have:

1. strengthened our central administration team and added a Leadership post at TLG level:
 2. School Improvement Lead
1. Offered support in the form of training sponsorships for:
 - Level 5 Diploma in Trauma and Mental Health Informed Schools
 - HLTA Preparation Programme
2. Expanded the Educational Management Teams at individual School/AP level.



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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% |

2021 reported data