



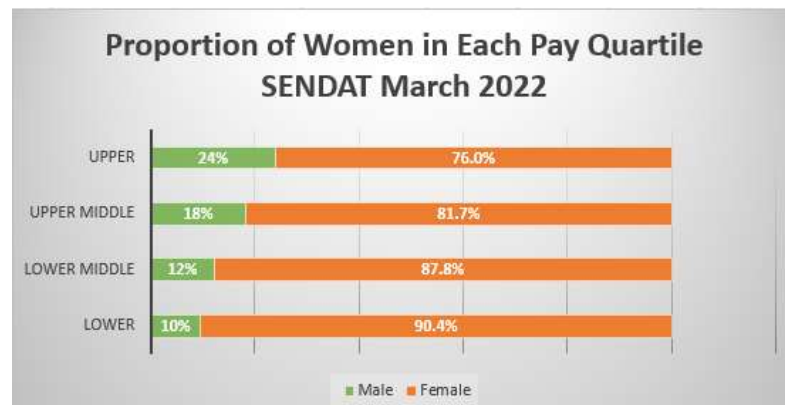
## SENDAT Gender Pay Gap Report March 2022

Gender pay gap calculations are based on employer payroll data drawn from a specific date each year. This report is based SENDAT Employee Data on a snapshot date of 31<sup>st</sup> March 2022.

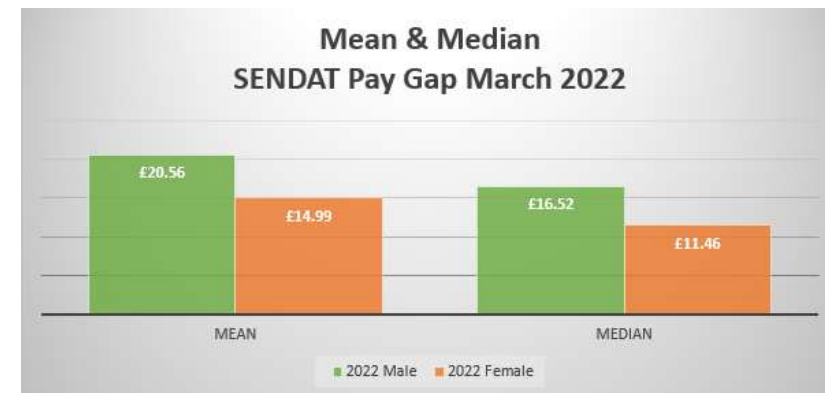
We are complying with the statutory reporting duty for employers with a headcount of more than 250 showing the difference between what women earn as a group compared to what men earn as a group in our workplace.

In March 2022 SENDAT employed 293 staff of which 84% were female and 16% male.

### 1. Percentage of men and women in each hourly pay quarter



### 2. Mean (average) and Median gender pay gap using hourly pay



As per the majority of educational institutions, SENDAT workforce is majority female. 27% of this workforce are Teachers, including those in Leadership posts. Special schools have a higher level of support staff in order to support the needs and outcomes of the students. SENDAT considers these posts as intrinsic and essential to the organisation.

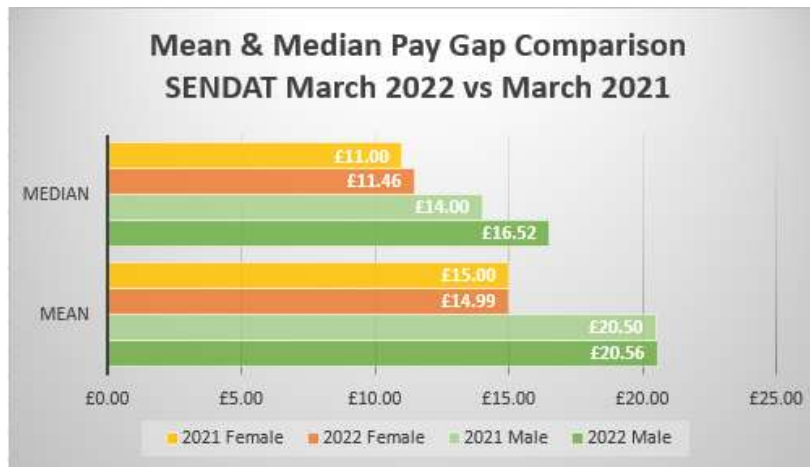
No SENDAT Employee received bonus pay during the year April 2021 to March 2022.



### 3. MAT Comparison Table Data at March 2022

Employer - Data 2021-2022	Employer Size	% Difference in hourly rate (Mean)	% Difference in hourly rate (Median)	% Women in lower pay quartile	% Women in lower middle pay quartile	% Women in upper middle pay quartile	% Women in top pay quartile	received bonus pay (Women)	% Who received bonus pay (Men)	% Difference in bonus pay (Mean)	% Difference in bonus pay (Median)
AD ASTRA ACADEMY TRUST	250 to 499	10.2	39.9	94.2	89.5	84.8	90.5	0	0	0	0
ASPIRE ACADEMIES TRUST	250 to 499	17.4	28.3	96.8	96.8	86.7	89	0	0	0	0
AUTISM ANGLIA	250 to 499	1.1	7.5	83	68	64	74	3	4	26	72
BEACON MULTI-ACADEMY TRUST LTD	250 to 499	20.9	24	84.8	79.4	63	56	0	0	0	0
BELIEVE ENGAGE SUCCEED TRUST	250 to 499	15	18.8	96.9	89.1	92.3	87.5	0	0	0	0
SEAX TRUST	250 to 499	-18.4	11	77	85	88	80	0	0	0	0
<b>SENDAT</b>	<b>250 to 499</b>	<b>27.1</b>	<b>30.6</b>	<b>90.4</b>	<b>87.8</b>	<b>81.7</b>	<b>76</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
THE EDEN ACADEMY	500 to 999	29	6.9	94.1	92.6	93.3	85.2	0	0	0	0
NEXUS MULTI ACADEMY TRUST	500 to 999	24.9	29	88	92	83	74	0	0	0	0
John Milton Academy Trust	Less than 250	26.1	45.8	77.4	90.4	71.7	53.8	0	0	0	0

### 4. SENDAT Prior Year Comparison



The prior year comparison graph shows the average pay gap staying broadly the same, despite the median gap increasing slightly. This is likely attributable to a new academy joining the Trust during the year and a widening of the Central Team Leadership posts.

### 5. Actions to Reduce the Gender Pay Gap in SENDAT

SENDAT is very aware of the impact of gender on their recruitment processes and of barriers into leadership faced by women. In order to mitigate these factors, we have removed the previously salary box from recruitment applications, introduced blind shortlisting and carefully consider the vocab used in our recruitment strategy. Future year plans include plans to actively support return from parental leave, thereby retaining some of our more experienced employees. We are also improving the ability to support flexible working, job shares and supporting part-time employees to progress.