



SENDAT Gender Pay Gap Report March 2023

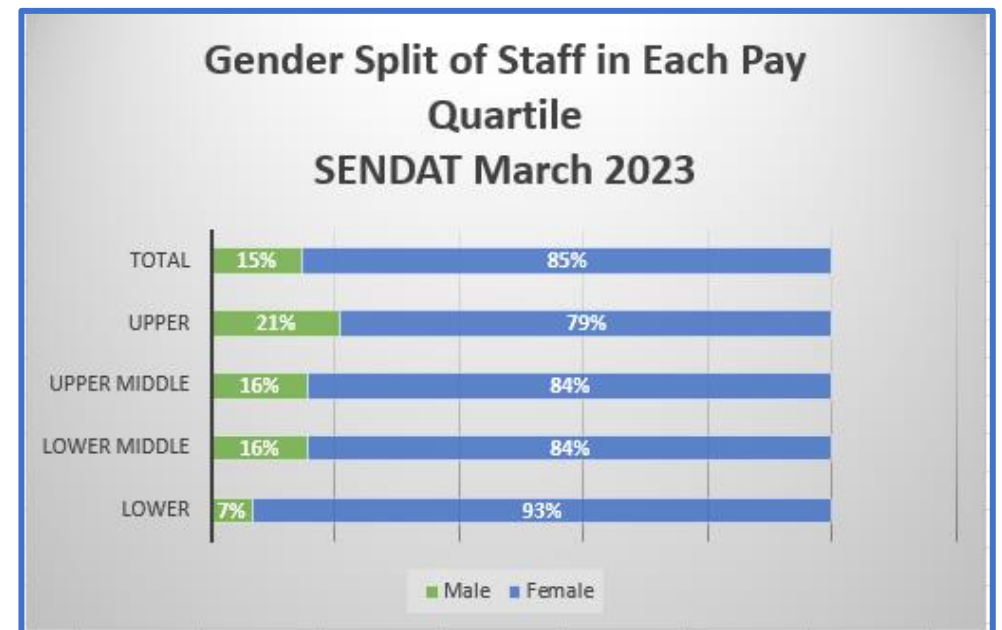
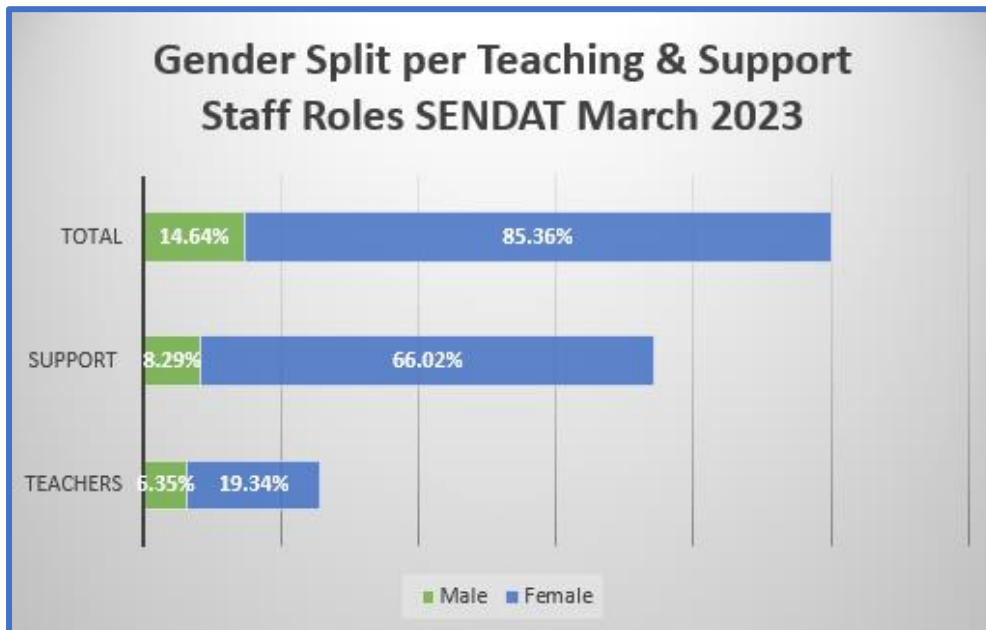
Gender pay gap calculations are based on employer payroll data drawn from a specific date each year. This report is based SENDAT Employee Data on a snapshot date of 31st March 2023.

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 2023 SENDAT employed 362 staff of which 85.36% were female and 14.64% male.

1. Gender Split Percentage of Teaching & Support Staff

2. Gender Split Percentage in each hourly pay quartile

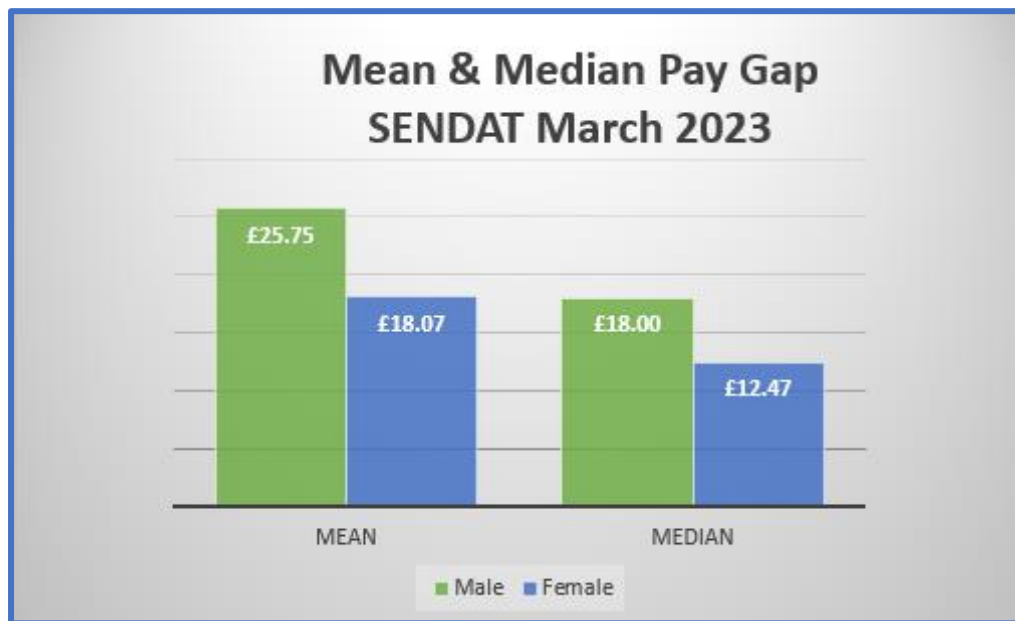




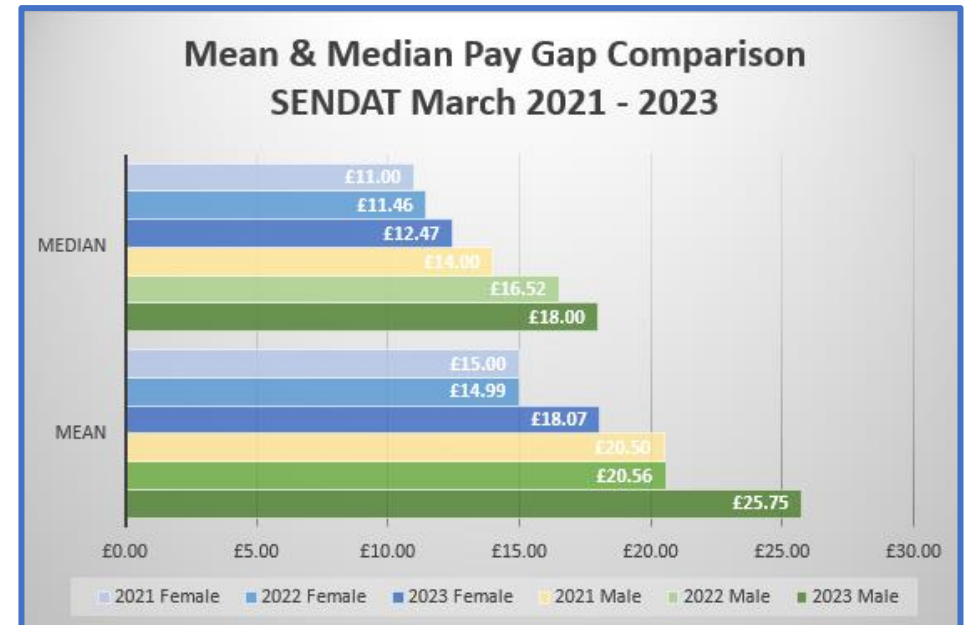
As per the majority of educational institutions, SENDAT workforce is majority female. 26% of this workforce are Teachers, including those in Leadership posts. Special schools have a higher level of support staff in order to support the needs and outcomes of the students. SENDAT considers these posts as intrinsic and essential to the organisation. The majority of the workforce in the Central Team business unit are also classed as support staff. Between April 2022 and March 2023, SENDAT expanded it's School Improvement Team as part of the Central Leadership Team.

No SENDAT Employee received bonus pay during the year April 2022 to March 2023

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



4. Mean & Mean Gap Year on Year



5. Multi Academy Trust Comparison Table

Employer - Data 2022-2023	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	% Who received bonus pay (Women)	% Who received bonus pay (Men)	% Difference in bonus pay (Mean)	% Difference in bonus pay (Median)
JOHN MILTON ACADEMY TRUST	Less than 250	17.1	37.6	75	82.1	73.7	57.4	0	0	0	0
AUTISM ANGLIA	250 to 499	-5.5	-2.4	80	68	72	77.3	42.6	61	-14	0
ASPIRE ACADEMIES TRUST	250 to 499	14.7	28.3	97	97	86	90	0	0	0	0
BELIEVE ENGAGE SUCCEED TRUST	250 to 499	19.6	13.5	95.1	93.4	91.8	85.2	0	0	0	0
SENDAT	250 to 499	29.81	30.73	93	83	74	67	0	0	0	0
AD ASTRA ACADEMY TRUST	250 to 499	19.9	46.2	98	90	86	88.1	0	0	0	0
SEAX TRUST	250 to 499	-14.1	-0.5	78	98	83	75	0	0	0	0
SUFFOLK ACADEMIES TRUST	250 to 499	19.8	42.9	77.9	75.9	67.4	55.2	0	0	0	0
BEACON MULTI-ACADEMY TRUST LIMITED	500 to 999	18.6	27.3	80.9	65.6	66.7	47.3	0	0	0	0
NEXUS MULTI ACADEMY TRUST	500 to 999	23.4	30	87	92	84	72	0	0	0	0
THE EDEN ACADEMY	500 to 999	21.4	10.7	92.8	90.6	94.2	86.1	0	0	0	0
WEST SUFFOLK COLLEGE	500 to 999	10.2	14.2	74.4	64.6	62.1	53.3	0	0	0	0
UNITY SCHOOLS PARTNERSHIP	1000 to 4999	22.9	41.9	80.1	76.7	73.4	67.4	0	0	0	0
ACTIVE LEARNING TRUST	1000 to 4999	24.1	23.3	87.6	88.5	84	72.8	0	0	0	0

6. 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 also have strategies to support flexible working and job shares. During the academic year, we have developed a career pathway for all staff supporting full and part-time employees to progress.