



# Gender Pay Gap Report - March 2023

## Overview

As an employer with a headcount of 250 or more employees, SHINE Academies is required by law to carry out gender pay gap reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves undertaking several calculations to show the pay gap between the average earnings of male and female employees in our organisation.

We are required to publish the results on our website and to a government website (<https://gender-pay-gap.service.gov.uk>), where the results from other organisations can also be viewed.

We are committed to the principles of equal opportunity and treatment of all employees in accordance with the principles of the Equalities Act.

Gender pay gap reporting requires us to make calculations based on employees' gender and their pay. The calculations are based on a snapshot of our employees as at March 2022 using existing payroll records.

We are required to calculate and report on the following areas:

- percentage of men and women in each hourly pay quarter
- mean (average) and median hourly pay gap
- mean (average) and median bonus pay gap
- difference in male and female employees receiving a bonus and percentage of males and females within four equal pay quartiles

	Female	Male	Total
Number of relevant employees	247	23	270

## Difference in mean and median hourly rate of pay

	Difference in the mean hourly pay (%)	Difference in the mean hourly pay (%)
Pay gap % difference male to female	24.33%	39.76%

### Difference in mean and median bonus pay

	Difference in the mean hourly pay (%)	Difference in the mean hourly pay (%)
Pay gap % difference male to female	N/A	N/A

### Proportion of male and female employees who were paid bonus pay

	Proportion receiving a bonus
Male employees (% paid a bonus compared to all male employees)	0
Female employees (% paid a bonus compared to all male employees)	0

### Proportion of male and female employees who were paid bonus pay

	Lower hourly pay quarter	Lower middle hourly pay quarter	Upper middle hourly pay quarter	Upper hourly pay quarter
Male employees (% males to all employees in each quartile)	3%	4%	10%	16%
Female employees (% females to all employees in each quartile)	97%	96%	90%	84%

### Supporting Statement

The average mean hourly rate of pay difference shows that females are paid 24.33% less than males. As with most educational establishments, particularly with in the primary sector, the Trust employs more female full pay relevant employees than male.

Roles which are predominantly paid in the lower two quartiles consist of occupations including cleaning, lunchtime supervision, extended school staff, administration and education support staff. Teachers and Central Trust team staff are predominantly paid in the upper two quartiles.

The Trust has a clear set of job descriptions and salary scales that are applied consistently across the Trust for all leadership, teaching and support staff roles. This ensures staff are paid at the correct salary for the job they are employed to do.

We are confident that the Trust's gender pay gap is not an equal pay issue as our approach to pay is gender neutral and we use nationally established pay scales based on the School Teachers Pay and Conditions, and pay scales set by the NJC for non-teaching staff and adopted in each local authority area. However, we will continue to monitor the gender pay gap annually and take steps to make improvements as appropriate.