

## Spencer Academies Trust Gender Pay Gap Report 2021

**Spencer Academies Trust (SAT) is a multi-academy trust with schools across the East Midlands, and with a strategic focus on Nottinghamshire and Derbyshire.**

A high performing regional MAT with a national reputation for excellence, SAT schools include primary, special; secondary and sixth form provision. Our academies work across highly diverse city and rural communities, including a strong presence in Derby and Nottingham. Standards and expectations in trust schools are high. Since 2011 together, across our academies and teaching school alliance we have developed a growing family of schools which makes a difference for over 16000 children and young people across the East Midlands; and which delivers on our commitment to be an exceptional regional trust with a national reputation for excellence.

As Spencer Academies Trust employs more than 250 people we are required, by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, to publish an annual gender pay gap report showing the difference in average female earnings compared to average male earnings. In order to provide the data, we have used our existing payroll records. Under the Regulations there is a requirement to report on the following 6 measures:

- 1) The difference in the mean pay of full pay men and women expressed as a percentage
- 2) The difference in median pay of full pay men and women expressed as a percentage
- 3) The difference in mean bonus pay of full pay men and women expressed as a percentage
- 4) The difference in median bonus pay of men and women expressed as a percentage
- 5) The proportion of men and women who received bonus pay and
- 6) The proportion of full pay men and women in each of four quartile bands

In the snapshot date of 31<sup>st</sup> March 2021 there were 2051 full pay relevant employees; 24.2% of which are male and 75.8% female employees. Each quartile contains 512 employees. **Our results for the snapshot date of 31<sup>st</sup> March 2021:**

Male	497	£18.93
Female	1554	£13.20

The mean gender pay gap is 18.9%.

Male	£20.47
Female	£16.60

The median gender pay gap is 30.3%

### Proportion of males and females in each quartile:

Quartile	Male	Female
Upper quartile	35.3%	64.7%
Upper middle quartile	27.5%	72.5%
Lower middle quartile	23.2%	76.8%
Lower quartile	10.9%	89.1%

### Percentage of males and females who receive a bonus:

Male	0.2%
Female	0.0%

Difference in bonus pay – mean 100.0%

Difference in median pay – median 100.0%

## Gender Pay Statement

At the data capture date of 31<sup>st</sup> March 2021, the Spencer Academies Trust comprised of:

- 8 secondary academies
- 15 primary academies including 1 primary special academy
- Central Trust offices

As a multi academy trust we are aware that the majority of our catering, cleaning and midday support staff are female and these roles tend to be the lowest paid within the organisation. In addition the majority of part-time and flexible working arrangements are typically undertaken by women in our trust. Spencer Academies Trust is committed to ensuring that recruitment and selection is undertaken in a fair and transparent way and that appointments are based on the candidate judged to be the most suitable regardless of gender.

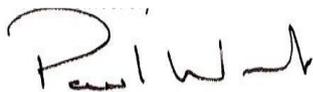
All employees working in a post within our existing academy staffing structures are paid on a pay grade. We use pay scales for all teachers that are based on the School Teachers' Pay and Conditions document. For education support professionals, we use the pay scales based on the NJC (National Joint Council for Local Government Services). All employees progress through the pay scales for their grade based on automatic progression, for main pay range teachers and education support professional without line management or leadership responsibilities, and a robust performance management process of performance outcomes irrespective of their gender.

We are further aware that job roles play a big part in the gender pay gap for our trust and continues to welcomes female applicants for all roles across the trust. We will continue to monitor our equal opportunities and recruitment polies to ensure we attract and develop the best people. The trust will continue to develop its leadership and development programmes for aspiring middle and senior leaders.

The Board of Directors have reviewed this data and will continue to support initiatives across the Trust to have a positive impact on our gender pay gap figures and ensure that our employees continue to have opportunities to develop and reach their full potential. We will continue to strive to make progress on reducing the gender pay gap further over the forthcoming year.

Spencer Academies Trust Gender Pay Gap report has been published on the trust website [www.satrust.com](http://www.satrust.com) and on the Government website <https://gender-pay-gap.service.gov.uk>

I confirm that the information in this statement is accurate



Paul West  
**Chief Executive**  
**Spencer Academies Trust**

**30.03.2022**