

Gender Pay Gap Report

Snapshot date: March 2022

Introduction

This report provides data and analysis of the pay differentials between the Trust's male and female employees to inform our strategic work in this area and to fulfil the Trust's statutory duties in accordance with The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

Whilst the gender pay gap report is undoubtedly a challenge within the education sector in general, SEARCH Education Trust is fully committed to developing, maintaining and supporting a culture of equality and diversity across all aspects of our work, including pay, benefits and professional development opportunities.

The Trust is confident the gender pay gap does not reflect men being paid more than women to perform the same job roles. Instead, it is driven by the dominance of a female workforce overall.

Employee Gender Ratio

Gender	Headcount	Percentage
Male	72	27.7%
Female	185	72.3%
Totals	257	100%

The Employee Gender ratio demonstrates the Trusts workforce is comprised of significantly more female employees than male.

This is broadly in line with national workforce within the education sector.

Gender Pay Differentials

Pay Rates		
Gender	Median Gender hourly rate (£)	Mean Gender hourly rate (£)
Male	20.56	23.45
Female	19.00	21.67

Gender Pay Gap	
Median Gender hourly pay gap %	7.6
Mean Gender hourly pay gap %	7.60

Gender Ratio Quartile Analysis

	Lower%	Lower Middle%	Upper Middle%	Upper%
Female	75.76	76.56	68.75	66.67
Male	24.24	23.44	31.25	33.33

Gender bonus pay ratios

No staff were in receipt of a bonus.

Notes

- ❖ This is the first year that SEARCH Education Trust has been required to report
- ❖ The majority of the Trusts workforce is comprised of female employees
- ❖ The Trust operates a job evaluation processes which assess the salary command of the post and is not specific to the occupant, to ensure that male and female staff are paid equitably for the roles they carry out in the organisation.
- ❖ We apply the national pay scales for teaching staff, and use the GLPC job evaluation scheme for our support staff, to ensure that staff are paid equitably for the roles they carry out in the organisation.
- ❖ The Trust's headcount has seen an increase during April 21 to March 22 as a result of growth of The Grove School.
- ❖ The data sources used and methodology to produce the report have been provided by the payroll provider.
- ❖ The distribution of male and female in pay quartiles illustrate that's the Trusts pay gap is as a result of a higher proportion of female employees in every quartile. The higher proportion of females in the lower quartile, also have the effect of bringing down the average pay of the female group