

Gender Pay Gap Report 31st March 2022

The Skills for Life Trust (the 'Trust'), in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, is required to publish information about its gender pay gap. The Trust had, at the snapshot date of **31st March 2022**, more than 250 employees. More details on gender pay gap reporting and how calculations are made can be found [here](#).

At the time the snapshot was taken, the Trust was operating five constituent academies and central services, which are detailed below:

- Skills for Life Trust – *Central Services, including Teach in Kent & Greenacre Sports Partnership*
- Chantry Community Academy
- Greenacre Academy
- Hilltop Primary Academy
- Walderslade Girls' School
- Warren Wood Primary Academy

452 employees were eligible for inclusion in this reporting period. The split of those employees was:

	Number of employees	%
Female	356	78%
Male	96	21%

In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, the Trust is required to perform and then publish a number of calculations on the snapshot data. These calculations are:

The mean pay gap

The difference between the mean hourly rate of pay that male and female full-pay relevant employees receive: **23.34%**.

This shows that, overall, female employees receive lower pay than male employees.

The median pay gap

The difference between the median hourly rate of pay that male and female full-pay relevant employees receive: **44.05%**.

This shows that, overall, female employees receive lower pay than male employees.

The proportion of males and females in each quartile pay band

Quartiles	Female	Male
Lower Quartile	95%	5%
Lower Middle Quartile	81%	19%
Upper Middle Quartile	69%	31%
Upper Quartile	69%	31%

Bonus payments

The Trust paid a very small number of bonus payments in the reporting period.

Male employees (% paid a bonus compared to all male employees)	0.01%
Female employees (% paid a bonus compared to all female employees)	0.08%

Supporting statement

The Trust pay policy follows the nationally agreed guidelines on teacher pay, whilst support staff follow the National Joint Council (NJC) for Medway Academies and the Kent Range for Chantry Community Academy.

Additionally, the Recruitment and Selection and Performance Management policies (the latter of which includes the provision for career development), are written in line with the Equality Act 2010 and other relevant legislation. All roles are paid within the aforementioned pay structures and the same rate of pay is set within defined, graded job roles.

We are certain, given the analysis of the calculated data, that the reported gender pay gap for March 2022 has not resulted from paying men and women differently for the same or equivalent work. The Trust employs more **females (78%)** full pay equivalent employees than **male (21%)**. This is representative of the types of jobs within the organisation and sector. This is reflected within the lower quartile in particular, where there are a number of lower paid, part-time roles that are term time only. Predominately women are employed in these roles, as the percentage split suggests. Our lower quartile employees are largely midday meals supervisors, breakfast club assistants and apprentices but it is worth noting that our Trust has a predominantly female leadership team.

We confirm that the data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and that as a Trust, we will remain steadfast in our commitment to being an equal opportunities employer. To uphold our commitment to equality, diversity and fairness in employee recruitment, development and progression and promote family-friendly and flexible working opportunities to all genders. To provide training to our leaders to ensure that equality and diversity are applied throughout the Trust's recruitment, pay progression and development processes.



Andrew Reese, Chief Executive Officer

29/3/2023