

Sherborne Area Schools' Trust

Gender Pay Gap Reporting Submission 2019/20

Sherborne Area Schools' Trust are a special collaboration of high performing primary and secondary schools seeking to ensure an excellent and sustainable 0-19 education for children within our community across West and North Dorset and South Somerset. We provide high quality education to enable all staff and students to aspire, thrive and succeed.

As an employer with over 250 employees, the Sherborne area Schools' Trust is required by law to carry out gender pay gap reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. We are committed to working towards narrowing any gap to ensure our staff feel valued.

Results of our Gender Pay Gap Reporting: **Published figures: March 2019 data (Second year of reporting)**

Number of Female Employees: 389
Number of Male Employees: 86

Mean and Median Gender Pay Gap:

The gender pay gap between males and females at the Sherborne Area Schools' Trust based on an hourly pay rate is:

- Difference in mean hourly rate of pay: 28.2%
- Difference in median hourly rate of pay: 48.4%

The mean gender pay gap shows the percentage difference in average hourly rates of pay between males and females.

The median gender pay gap shows the percentage difference in average hourly rates of pay between males and females at the mid-point of the pay scales. To illustrate how this works, imagine that all male employees and all female employees are lined up in their respective groups starting with the lowest hourly paid employee to the highest hourly paid employee. The median gender pay gap is the difference between the hourly pay rate of males and females who appear in the middle of the lines.

Bonus Gender Pay Gap:

Sherborne Area Schools' Trust have made no bonus payments in this period.

- Difference in mean bonus pay: nil
- Difference in median bonus pay: nil

Gender Pay Gap Reporting by Quartile:

Quartile	Upper	Lower	Count	Male	Female	Male %	Female %
Upper Quartile	1	116	116	41	75	35.34	64.66
Upper Middle Quartile	117	232	116	19	97	16.38	83.62
Lower Middle Quartile	233	348	116	12	104	10.34	89.66
Lower Quartile	349	463	115	14	101	12.17	87.83

Salaries at the Sherborne Area Schools' Trust are based on the Teachers Pay & Conditions Document for teachers and National Joint Pay Scales for Local Authorities for support staff. Sherborne Area Schools' Trust pays salaries based on the job role and not the post holder thereby removing gender and other personal characteristics relating to individuals.

For further information on the gender pay gap go to: <http://www.acas.org.uk/genderpay>