



Gender Pay Gap Report 2017



Snapshot date: 31/3/17

In 2015, the UK's gender pay gap for all employees was 19.2%. In 2017 for SHARE Multi-Academy Trust, the difference in mean hourly pay is currently 14.88% and 22.75% for median hourly pay in comparison to the national average.

Difference in mean and median hourly rate of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference male to female	14.88%	22.75%

We use pay scales for all teachers that are aligned to the School Teachers Pay and Conditions document, which is reviewed on an annual basis. For non-teaching staff we use pay scales set by the NJC (National Joint Council for Local Government Services). Staff progress through the pay scales based in their performance in role, this means earnings are based on performance outcome and not influenced by their gender. All roles are subject to role/job evaluation to ensure males and females are paid at the same pay rates across the scales

Staff are not paid bonus payments as regular pay for SHARE Multi-Academy Trust.

Proportion of male and female employees according to quartile pay bands

	Quartile 1. Lower	Quartile 2. Lower middle	Quartile 3. Upper middle	Quartile 4. Upper
Male (% males to all employees in each quartile)	13%	20%	22%	13%
Female (% females to all employees in each quartile)	87%	80%	78%	87%

SHARE Multi-Academy Trust employ 89% female staff and 11% male staff across all pay quartiles. From our analysis the gender pay gap shows that there is a difference in the average pay between men and women. However, in the upper quartile pay band, there is a greater proportion of females than males. This demonstrates that females are actively appointed and promoted to senior positions in the trust. The findings can be explained by the high proportion of women who work in job roles at the lower end of the pay range. This high proportion has the effect of skewing the mean and median figures.

SHARE Multi-Academy Trust are committed to the promotion of equality of opportunity and choice for all employees.

Supporting statement

I confirm that the information published here has been prepared from our payroll data on the snapshot date and is an accurate representation of Gender Pay Gap information for SHARE Multi-Academy Trust.

Signature:



Date: 06/03/2018

Status/position:

CEO