Gender Pay Gap Report 2023

Version: 4

Date: 01/03/2024

thesovereigntrust.uk

The Sovereign Trust is a Multi Academy Trust registered in England No. 09666511. Registered Office: Manor Academy Sale, Manor Avenue, Sale M33 5JX

The Sovereign Trust must report under The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 as an employer of more than 250 staff on the snapshot date.

For the Public Sector, the snapshot date is 31 March.

	GPG % difference in the hourly rate	
TST 2023	Mean Pay Gap	Median Pay Gap
	- 6.8%	6.8%

	Bonus	
TST 2023	Mean Bonus	Median Bonus
	-	-

The proportion of Male and Female Employees, according to Quartile Pay Bands

Lower Quartile	Lower Middle Quartile	Upper Middle	Upper Quartile
6.0% M	35.2% M	21.3% M	24.1 % M
94.0% F	64.8% F	78.7% F	75.9 % F

We support the fair treatment of all staff, irrespective of gender, through our transparent recruitment process, pay, and professional development.

The data in this report represents the gender pay gap snapshot for The Sovereign Trust as of 31 March 2023.

Teacher pay scales are aligned to the School Teachers Pay and Conditions document and are reviewed annually. We mirror the pay scales the National Joint Council for Local Government Services set for administrative and support staff. The Trust links progression throughout pay ranges, meeting relevant professional standards and engagement with the professional growth policy. Earnings are, therefore, based on performance outcomes, irrespective of gender.

The Trust operates as an Equal Opportunities employer and does not discriminate in any way, as defined by the Equalities Act 2010 and other relevant legislation, regarding recruitment, performance management, and employee career development opportunities.

I can confirm that the above information has been prepared from our payroll data on the snapshot date and fairly represents the Gender Pay Gap information for the Trust.



Paul Eckley

Chief Executive Officer