Gender Pay Gap

Version: 1

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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

Our first Gender Pay Gap (GPG) report reflects the average pay difference between men and women.

This involves performing six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee data.

We are required to publish the results of the calculations on our website and a designated Government website

We can use these results to assess:

- the levels of gender inequality in our organisation
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded

The challenge for the Trust and across Great Britain is to eliminate a gender pay gap.

Gender Pay Gap Reporting requires the Trust to perform calculations based on employee gender. We will establish this by using existing HR and payroll records.

What do we report?

The actual figures we submit in this report are taken from a period in time from April 2019 to April 2020 and relate to our business as at MAT, which is in line with Government requirements that companies employing over 250 people publish their gender pay gap.

The difference between the Gender pay and Equal Pay

GPG reporting differs from equal pay as GPG figures show the overall percentage difference in average hourly pay between men and women, regardless of their job. Equal pay is about ensuring that women and men are paid equally for doing equal work.

We are confident that our men and women receive equal pay because we carry out regular pay reviews to ensure gender parity. If there are any differences, it is due to factors such as qualifications and experience, not gender.

	GPG % difference in the hourly rate	
TST 2020	Mean Pay Gap	Median Pay Gap
	-13.0	-10.4

This indicated the extent to which women earn, on average, more per hour than their male counterparts.

The Sovereign Trust supports all staff's fair treatment irrespective of gender through our transparent recruitment, pay and professional development processes.

The Gender Pay Gap results for the 2020 period are shown in the table below:

Lower Quartile	Lower Middle Quartile	Upper Middle	Upper Quartile
30.7% M	18.4% M	24.6% M	12.3% M
69.3% F	81.6%F	75.4% F	87.7% F

No bonuses were paid to any member of staff for the reporting period

The Trust adopts pay scales for all teachers agreed nationally and are aligned annually to the School Teachers Pay and Conditions Document.

For non-teaching staff, the Trust adopts pay scales set by the National Joint Council (NJC). Within the Trust, all teachers at all academies and some support staff in certain academies progress through pay scales for their grades based on performance irrespective of gender.

In all of the quartiles and overall, there is a significantly higher proportion of women, particularly in the lower and lower-middle quartiles. This illustrates that the overall mean gender pay gap arises predominantly as a result of the proportion of women who work in lower pay grades, particularly for non-teaching staff.

The Trust will continue to monitor the gender pay gap and will direct attention to reducing current gaps wherever it is feasible to do so.

Supporting Statement
I can confirm that the above information has been prepared from the Trust's HR and payroll data for the March 2020 reporting period and fairly represents the Gender Pay Gap for the Sovereign Trust and its academies. Signed:  Chief Executive Officer