Gender Pay Gap Report 2021

Version: 2

Date: 30/03/2022

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 is required to 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 2021	Mean Pay Gap	Median Pay Gap
	- 2.0%	6.7%

	Bonus	
TST 2021	Mean Bonus	Median Bonus
	-	-

Proportion of Male and Female Employees, according to Quartile Pay Bands

Lower Quartile	Lower Middle Quartile	Upper Middle	Upper Quartile
27.3% M	22.0% M	26.0% M	24.6% M
72.7% F	78.0%F	74.0% F	75.4% 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 at 31 March 2021.

Teacher pay-scales are aligned to the School Teachers Pay and Conditions document, which is reviewed on an annual basis. For administrative and support staff, we mirror pay-scales set by the National Joint Council for Local Government Services. TheTrust links progression throughout pay ranges with 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 snap-shot date and fairly represents the Gender Pay Gap information for the Trust.



Beverley Owens

Chief Executive Officer