



Introduction

Gender pay gap reporting legislation requires, employers with 250 or more employees to publish calculations to show how large the pay gap is between male and female employees.

This is the fourth report that London South East Academies Trust has produced on gender pay. The data used is based on a snapshot of the pay situation on 31 March 2023. The Trust comprised of 9 schools and 1 music service as follows:

- Aspire Academy
- Belmont Academy
- Bramley Oak Academy
- Bromley Beacon Academy
- Bromley Trust Academy
- Endeavour Academy
- Horizons Academy
- Woodside Academy
- Bexley Music
- Heron Academy

The gender pay gap is a measure of the difference between the average hourly earnings of men and women and should not be confused with equal pay. Equal pay is the legislation that makes it unlawful to pay people less for doing work of the same value, based on their gender.

1. What do we need to report?

We must report the following information:

- Mean gender pay gap
- Median gender pay gap
- Mean bonus gender pay gap
- Median bonus gender pay gap
- Proportion of males and females receiving a bonus payment
- Proportion of males and females in each quartile pay band

2. Four-year comparison - gender pay gap

The tables below show a summary of the Gender Pay Gap data for 2020, 2021, 2022 and 2023 based on the hourly rates of pay for all employees.

	MEAN		MEDIAN		TOTAL EMPLOYEES	
	Male	Female	Male	Female	Male	Female
31/03/2023	£22.09	£18.94	£17.77	£14.90	154	461
	14.26%		16.15%		615	

	MEAN		MEDIAN		TOTAL EMPLOYEES	
	Male	Female	Male	Female	Male	Female
31/03/2022	£22.69	£19.14	£18.65	£15.44	144	422
	16.42%		17.21%		566	

	MEAN		MEDIAN		TOTAL EMPLOYEES	
	Male	Female	Male	Female	Male	Female
31/03/2021	£20.92	£17.87	£16.54	£13.67	116	437
	14.58%		17.35%		553	

	MEAN		MEDIAN		TOTAL EMPLOYEES	
	Male	Female	Male	Female	Male	Female
31/03/2020	£19.81	£17.27	£15.91	£13.07	108	396
	12.82%		17.85%		504	

3. Background information for the mean and median gender pay gap (2023)

3.1 The Trust has more females (74.96%) than males (25.04%) within its workforce and there has been a variance of 0.04% decrease in favour of males since 2022.

3.2 The mean gap has decreased by 2.16% and median gap by 1.06% over the last year which demonstrates that The Trust is reducing the difference between the average hourly earnings of men and women.

3.3 London South East Academies Trust employed 615 staff – 461 women and 154 men with the majority of staff in the lower and lower middle pay quartiles being female (78.12% respectively). These tend to be teaching support roles, several of which are

teaching assistant, mid-day supervisor roles and they are predominantly term time only positions. Term time only contracts are useful for working parents and those with children who require school holidays (13 weeks every year) off for childcare responsibilities. Therefore, roles are assigned to job families and paid on appropriate salaries based on the role regardless of the gender of the post holder.

- 3.4 The Trust is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the Trust and the salaries that these roles attract.
- 3.5 The Trust implements the national pay scales for teaching staff and academic leaders and local harmonised pay scales and/or other local authority pay scales for support staff.
- 3.6 Heron Academy joined the Trust on 1 February 2023 (within this reporting period) and this TUPE process, resulted in the introduction of Teaching staff on Inner London Teacher Payscales and Support Staff on Lambeth Council payscales which is inclusive of London Weighting Allowance. This TUPE process increased staffing numbers by 46 and the breakdown was 34 women and 12 males. There are 35 Support Staff and 11 Teaching Staff. The majority of the Support Staff (29 in total) are on term time only contracts and are in the Lower Middle Quartile. The Teaching Staff are spread across the Upper Middle and Upper Quartile.
- 3.7 Bexley Music Service joined the Trust on 1 April 2021 and the majority of the staff are on zero-hour contracts and in the Upper Quartile due to the level of their hourly rate.
- 3.8 Within the upper pay quartiles, it is positively noted that the majority of staff (66.01%) are female and there has been a variance of 5.02% in favour of females in this quartile on the previous year following the expansion of the Central LSEAT Team and appointments of female Senior Leaders within the Trust. Although a greater proportion of women in our Trust are employed within the lower pay quartiles, a substantial number of women also occupy roles within the upper pay quartiles.
- 3.9 The majority of senior positions in the Trust are held by female staff, including the Chief Executive Officer. The Trust promotes flexible working arrangements, and this provides opportunities for women to advance in their careers whilst balancing caring/childcare responsibilities.

4. Bonus gender pay gap (2023)

During the period 1st April 2022 – 31st March 2023 no bonus payments were made.

5. Percentage of men and women in each quartile band (2023)

The table below shows the distribution and the percentage of staff within each of the quartile bands, as reported on 31st March 2020, 31st March 2021, 31st March 2022 and 31st March 2023.

Gender	Number of Staff (2023)	% of Male/Female Per Quartile (2023)	Number of Staff (2022)	% of M/F Per Quartile (2022)	Number of Staff (2021)	% of M/F Per Quartile (2021)	Number of Staff (2020)	% of M/F Per Quartile (2020)
Lower Female	138	22.44%	126	22.26%	121	21.89%	109	21.63%
Lower Male	16	2.6%	16	2.83%	17	3.07%	17	3.37%
Total Number of Employees	154		142		138		126	
Lower Middle Female	108	17.56%	100	17.67%	114	20.61%	109	21.63%
Lower Middle Male	46	7.48%	41	7.24%	24	4.34%	17	3.37%
Total Number of Employees	154		141		138		126	
Upper Middle Female	114	18.54%	110	19.43%	103	18.63%	86	17.06%
Upper Middle Male	40	6.50%	32	5.65%	35	6.33%	40	7.94%
Total Number of Employees	154		142		138		126	
Upper Quartile Female	101	16.42%	86	15.19%	99	17.90%	92	18.25%
Upper Quartile Male	52	8.46%	55	9.72%	40	7.23%	34	6.75%
Total Number of Employees	153		141		139		126	

Overall % of pay banding quartiles	2023
Lower Quartile Female	89.61%
Lower Quartile Male	10.39%
	100%
Lower Middle Female	70.13%
Lower Middle Male	29.87%
	100%
Upper Middle Female	74.03%
Upper Middle Male	25.97%
	100%
Upper Quartile Female	66.01%
Upper Quartile Male	33.99%
Total	100%

London South East Academies Trust undertakes benchmarking and further comparisons with other Trusts can be found in Appendix 1.

As a Trust we embrace change and implemented flexible and part time working within our workforce, and this has enabled women to return into the workplace after a break, and balancing advancing their careers with childcare responsibilities.

It is also acknowledged that we also have a larger proportion of women (60.99%) in the upper and (77.46%) in the upper middle quartiles, and in Senior Leadership Positions. As a result of the government's initiatives and legislative changes, there are now more women in work than ever before – and they stand at the heart of this country's economic growth, and London South East Academies Trust, has contributed to this aspect. Proposed Government changes to the number of 'free' childcare hours a household can apply for, the number of females progressing their careers is likely to increase.

London South East Academies Trust values equity, diversity and inclusion and promotes flexible working. As such there are a large proportion of our female workforce on fractional posts which facilitates the need to balance caring responsibilities with work.

6 What is the Trust doing to address the gender pay gap?

The Trust is dedicated to further reducing the gap.

Actions include:

- Continue to implement diversity strategies – e.g. positive actions strategies for roles where there is under representation of men
- Continually review our talent management programmes, promotion opportunities and rewards for staff
- To continue to implement talent management strategies for female staff, in the lower and lower middle quartiles in order to facilitate progression in their careers within the Trust and across the London South East Education Group
- All employees have access to continual learning and development opportunities to support their preferred career pathway within London South East Academies Trust.

Signed:



Date: 16 April 2024

Dr Sam Parrett CBE
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London & South East Education Group inc
London South East Colleges & London South East Academies Trust