

Data

As at the snapshot date of 31st March 2024, Special Educational Needs Academies Trust (SENDAT) employed 391 staff.

- The mean gender pay gap for SENDAT is **18.58%**
- The median gender pay gap for SENDAT is **21.33%**
- SENDAT does not make bonus payments, therefore
 - The mean gender bonus gap for SENDAT is **0%**
 - The median gender bonus gap for SENDAT is **0%**
 - The proportion of male employees in receiving a bonus is **0%** and the proportion of female employees receiving a bonus is **0%**

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Equal Pay

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

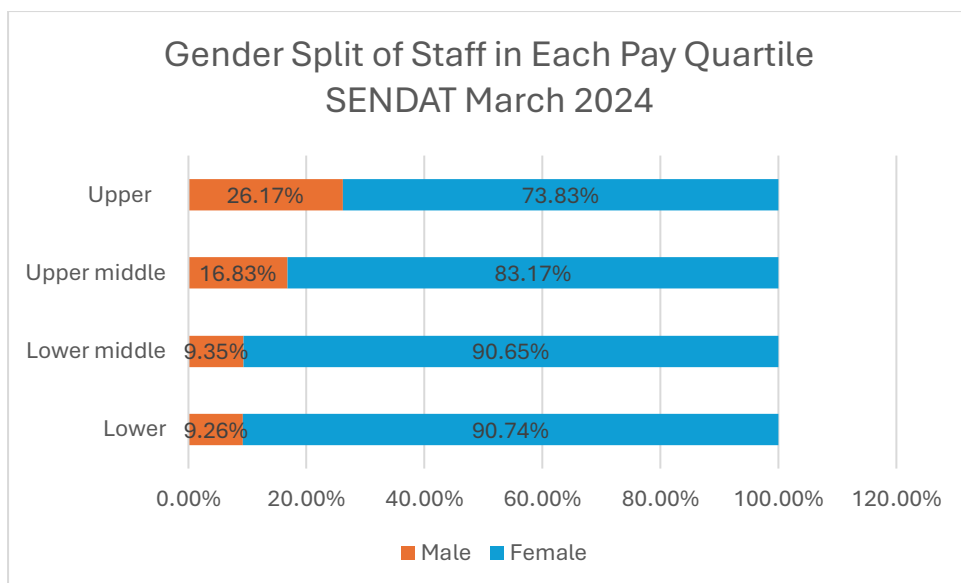
Unequal pay refers to the pay differences between two individuals or a group of workers carrying out the same or comparable work. Under the Equal Pay Act 1970, it is unlawful to pay people unequally because they are a man or a woman. Unequal pay is linked to sex discrimination in pay and may be a contributing factor to the gender pay gap.

However, SENDAT is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above).

Organisation Profile

Table 1 below shows our organisational profile and depicts pay quartiles by gender. This shows SENDAT's workforce divided into four equal-sized groups based on hourly pay rates. In order to minimise the gender pay gap, there would need to be an equal ratio of men to women in each Band. However, within SENDAT, there are more females in each band.

Table 1:



The overall position, including gender pay gaps by role for SENDAT, is outlined below.

Considerations

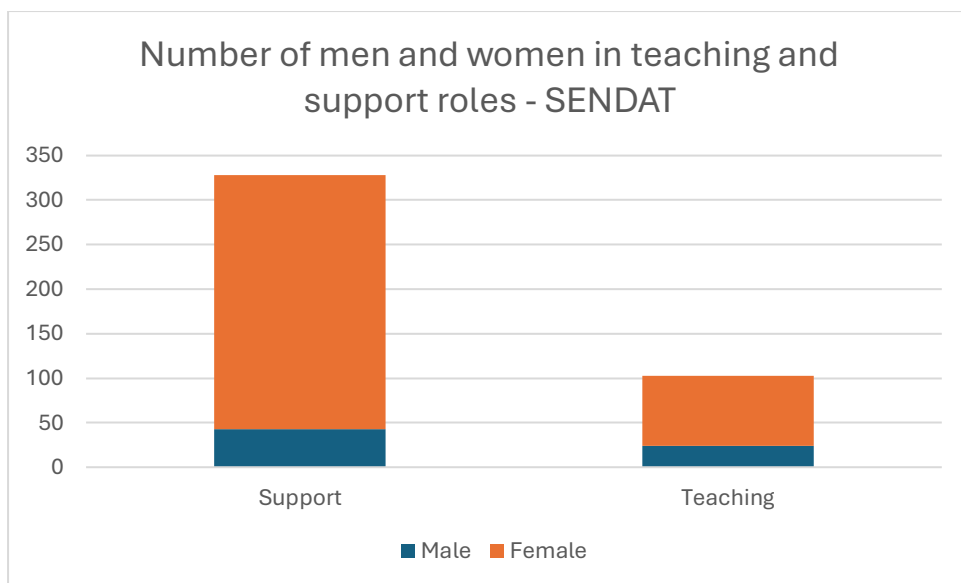
SENDAT is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

Teaching staff earn more than support staff and are paid in line with national pay agreements. SENDAT is proud to continue to attract highly experienced professionals who can specialise in delivering outstanding teaching to engaged students.

Also, as we offer term time, part time employment we are an attractive employer for those who need to balance family life with a career; primarily females within our society and local market pool.

SENDAT have roughly twice as many male staff working in support roles than teaching roles, but the majority of our support staff are female, these key supporting roles are less well paid. However, the number of female teaching staff has increased and is now at 77% of all teaching staff so this is having a positive impact on our gender pay gap.

Table 2:



If we apply the gender pay gap calculations to Management, it is clear that we pay fairly and appropriately, see Table 3 below. The Mean Gender Pay Gap for teachers is over 10% and this could be explained by male teaching staff being in post on average longer than their female counterparts, leading to higher progression through the pay scales. Within the Support Staff teams we can see that female staff are just behind their male counterparts based on both the Median and the Mean Gender Pay Gap calculations.

Table 3: Gender Pay Gap By Role	Total	Teachers	Support	Management
Mean Gender Pay Gap	18.58%	10.94%	6.95%	1.56%
Median Gender Pay Gap	21.33%	3.57%	2.44%	-22.33%

We have robust Equal Opportunities and Recruitment Policies in place so we are confident that our job roles are evaluated to ensure fair pay in each role and advertise each job with no gender bias.

In addition to regular team/ individual meetings, all colleagues engage in an annual appraisal process where their performance and aspirations are discussed. Staff have equal access to CPD and may request additional training or support at any time.

What is SENDAT doing to address its gender pay gap?

While SENDAT recognises the reasons for the gender pay gap, we are committed to reducing the gap. SENDAT merged into the Eastern Education Group Trust (EEGT) on 1st September 2024, and therefore going forward what was SENDAT falls under EEGT's policies and direction on improving the gender pay gap, specifically with the following plans.

We are continuing to create an evidence base to identify any barriers to gender equality and inform priorities for action; in 2017 we introduced gender monitoring to understand:

- the proportions of men and women applying for jobs and being recruited;
- the proportions of men and women applying for progression and obtaining promotions;

- the proportions of men and women leaving the organisation and their reasons for leaving;
- the numbers of men and women in each role and pay band;

We use these results to monitor:

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

However, we recognise that monitoring the evidence, creating an action plan to address any concerns that are highlighted and promoting gender diversity in all teams within the organisation will not remove the gender pay gap – we appreciate that it may be some time before initiatives have an impact.

Commitment

Eastern Education Group Trust is committed to reporting on an annual basis on what it is doing to reduce the gender pay gap and the progress that it is making.

As an inclusive employer, we will continue to carefully consider the appointment processes for recruitment and promotion as well as progression opportunities to ensure consistency and fairness is always applied, enabling us to appoint the best qualified candidate irrespective of their gender.