

Gender Pay Gap report

This is the Gender Pay Gap report for Swale Academies Trust as at the snapshot date of 31 March 2017. Swale Academies Trust is a Multi-Academy Trust with more than 250 employees which is required to report on gender pay gap information.

As at 31 March 2017 Swale Academies Trust comprised of:

- Beaver Green Primary School
- Istead Rise Primary School
- James Dixon Primary School
- Meopham School
- Regis Manor Primary School
- Sittingbourne Community College
- South Borough Primary School
- Westlands School
- Westlands Primary School & Nursery
- Central Staff

All our posts are aligned to national (teachers) and Local (Support Staff) pay scales, our Male and Female staff are paid within the same pay band for the same job role.

Swale Academies Trust will always appoint the best person for the role regardless of their gender.

Gender split of employees

Number of male employees	213	20.36%
Number of female employees	833	79.64%

Difference in mean and median hourly rate of pay

	Mean hourly rate	Median hourly rate
Pay gap difference male to female	31.9%	53.9%

Difference in mean and median bonus pay

Bonus payments relate to staff covered by TUPE transfer who remain on the Kent pay scheme and are paid under Total Contribution Pay (TCP). Staff at the top of the grade are awarded a % lump sum based on performance, this is treated as a bonus for gender pay gap reporting purposes.

	Mean bonus pay	Median bonus pay
Pay gap difference male to female	31.4%	39.5%

Proportion of male and female employees who are paid bonus pay

	Number of staff	% of workforce
Male employees	2	0.9%
Female employees	50	6%

Proportion of male and female employees according to quartile pay bands

	Quartile 1 Lower	Quartile 2 Lower Middle	Quartile 3 Upper Middle	Quartile 4 Upper
Male %	10.3%	14.5%	23%	33.6%
Female %	89.7%	85.5%	77%	66.4%