

Gender Pay Gap Analysis

The gender pay gap analysis for Stour Vale Academy Trust as at 31st March 2024 is:-

Pay gap. % difference male to female	%
Mean	24.22
Median	39.42

Proportion of male and female in pay structure		
Quartile	Male %	Female %
Upper	33.33	66.67
Upper Middle	26.57	73.43
Lower Middle	17.39	82.61
Lower	8.21	91.79

*Stour Vale Academy Trust do not pay bonuses therefore the requirement to report on this difference is not applicable.

Stour Vale Academy Trust is proud to operate as an equal opportunities' employer with a fair and appropriate pay processes. The gender pay gap shows the difference between the average pay between men and women within the workforce of Stour Vale Academy Trust. This follows normal trends within the Education sector.

The pay gap is influenced by the roles held by the genders across the different areas of work. Our Trust employs a higher percentage of female staff (78.6%) compared to male (21.4%). The main reason for our pay gap in favour of men is that the roles in the lower and lower middle are non-teaching roles which are mainly occupied by women. These two quartiles are largely comprised of support staff roles, including Midday Supervisors, cleaning staff and Teaching Assistants. Many of these roles are part-time, with hours worked both during the school day, and within school term time. It is recognised, within society, that part-time, term time roles do primarily attract females and our workforce data reflects this.

All positions of employment are aligned to benchmarked pay scales, with male and female staff paid on the same grade for the same job role. The predominance of females in the Lower and Lower Middle Quartile impacts on the overall gender pay gap for the organisation. Stour Vale Academy Trust's commitment to career development, for all staff, is demonstrated by a high number of females in both school and trust leadership positions. We strive to offer an environment for all members of staff to thrive and develop and are committed to equality of opportunity for all. Stour Vale's commitment to career development, for all staff, is demonstrated by a high number of females in both school and central team leadership positions. We continue to prioritise the removal of potential gender related barriers for individual progression, through effective CPD and a supportive working environment, in order to further reduce, and remove, the gender pay gap where this exists.

CREATING THE DIFFERENCE TOGETHER

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