

South York Multi-Academy Trust (SYMAT) is an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it does not involve publishing individual employees data.

We are required to publish the results on our own website and a government website.

This data was produced using data at April 2023.

South York Multi-Academy Trust does not pay bonuses to any staff, therefore, the further three statutory calculations of the mean bonus gender pay gap, the median bonus gender pay gap and the proportion of males and females receiving a bonus payment are not applicable.

We can use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap.

As detailed above – as we do not pay bonuses - our 2023 Gender reporting figures therefore contains only 3 of the statutory calculations.

These are detailed below:

South York MAT		2023	South York MAT Hourly Earnings by Gender	
South York MAT		Data to Report	<p>■ For every £1 the median man earns, the median woman earns £0.61</p> <p>■ 76% of employees are women</p>	
Mean Pay Gap	15%		Upper Income Quarter	30% / 70%
Median Pay Gap	39%		Upper Middle Income Quarter	27% / 73%
			Lower Middle Income Quarter	26% / 74%
			Lower Income Quarter	12% / 88%
South York MAT		Male	Female	
Lower Income Quarter		12%	88%	
Lower Middle Income Quarter		26%	74%	
Upper Middle Income Quarter		27%	73%	
Upper Income Quarter		30%	70%	
Gender pay gap shown is based on median hourly earnings by gender				

There has been a marked change from 2022 where the median figure was 50p – it is now 61p – for every £1 the median man earns – this is encouraging.

We do not have any variation in pay between female and male staff undertaking the same role, however, the greater proportion of men in teaching roles, compared to support staff roles, creates what appears to be a gender pay gap across the mean and median when looking at the whole workforce but, again, not within roles.

This is a common theme within Education. Gender Pay Reporting requires our organisation to make calculations based on employee gender. We will establish this by using our existing HR and payroll records. All employees can confirm and update their records if they choose to by contacting HR at South York MAT.