Gender Pay Gap Report 2023

South Pennine Academies supports the fair treatment of all staff irrespective of gender through our transparent recruitment process, pay and professional development.

Executive Summary of results

March 2023	Median Pay Gap	Mean Pay Gap	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Whole Trust	38.58% lower for women	23.96% lower for women	9.14% **M** 90.86% **F**	12.00% **M** 88.00% **F**	24.00% **M** 76.00% **F**	28.74% **M** 71.26% **F**
No Bonus Payment	0%	0%	0%	0%	0%	0%

South Pennine Academies use pay scales aligned to the School Teachers' Pay and Conditions document, which is reviewed on an annual basis. Teachers now automatically move through the pay scales for their grade annually until they reach the top of their grade.

For non-teaching staff we use pay scales set by the National Joint Council for Local Government Services (NJC). Staff moving through the pay scales for their grade annually until they reach the top of their grade.

No reward bonus payment were paid during the period of snapshot data.

After comparing our data from last year, we are pleased to report that we have reduced our median pay gap to 38.58% from 39.37% last year and only slightly increased our mean pay gap from 22.53% to 23.96%.

Across all grades we have a majority of female staff, including in our Senior Leadership levels. We are proud that our Chief Executive Officer is female, who demonstrates strong and effective leadership and acts as a role model to our aspiring future leaders.

Continuing next steps for us:

- Further research percentages of staff in grades
- Analysis of ethnicity pay gap

Supporting Statement

I can confirm that the above information has been prepared from our payroll data on the snapshot date and fairly presents the Gender Pay Gap information for South Pennine Academies

Signed: A.m. Black. **Acting CEO: Alison Black**