



Success Academy Trust
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Gender Pay Gap Report 2017

As required by law of all employers with more than 250 employees, this report is the Trust's first Gender Pay Gap Report with a snapshot date as at 31/3/17.

Gender gap and bonus gap

Difference between men and women	Mean (Average)	Median (Average)
Gender Pay Gap	33.64%	47.63%
Gender Bonus Gap	0	0

Pay Quartiles

On 31/3/17 there were 301 qualifying employees included in the report. 260 female; 41 male.

The following is the proportion of males and females in each pay quartile. There are 76 employees in the lowest quartile and 75 employees in each of the other quartiles.

Top (highest) quartile	24% MEN	76% WOMEN
Upper middle quartile	22.67% MEN	77.33% WOMEN
Lower middle quartile	5.33% MEN	94.67% WOMEN
Lower quartile	2.63% MEN	97.37% WOMEN

Supporting Statement and Narrative

Success Academy Trust is committed to equal pay and know that our gender pay gap is not a pay issue as the Trust maintains its salary scales in line with Leicestershire County Council and National Teachers pay and conditions.

The Trust recognises that women outnumber men by 260:41 and it is also clear that men are underrepresented in the lowest quartiles of the workforce.

Success Academy Trust operates as an equal opportunities employer and does not discriminate in any way (as defined by the Equalities Act 2010 and other relevant legislation) regarding recruitment, performance management and employee career development opportunities.

Over half of the roles within the Trust are part-time either aligning closely with the hours of attendance of pupils or outside of this time for access purposes.

At the time of this snapshot the Trust had only just brought in 3 additional schools on 1 February 2017 so the Board will identify and consider how the pay gap can be reduced in future years.

M Collins
Trust Principal

AM Willett
Trust Operations & Finance Officer

Success Academy Trust

Registered in England

Company No: 8135389

Registered Office: As above

VAT Registration No: 153 2274 31

Trust Principal: Mandi Collins

Chief Finance Officer: A.M. Willett

