Seaford Learning Trust

Gender Pay Gap Report 2024 - 25

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As an employer with over 250 employees, Seaford Learning Trust is required to report our gender pay gap data. The Trust is a public sector body and has a data capture date for reporting of 31 March each year.

We are required to report and publish the following gender pay gap figures:

1. Percentage of men and women in each hourly pay quarter
2. Mean (average) gender pay gap for hourly pay
3. Median gender pay gap for hourly pay
4. Percentage of men and women receiving bonus pay
5. Mean (average) gender pay gap for bonus pay
6. Media gender pay gap for bonus pay

No bonus payments have been made over the period from 1 April 2023 to 31 March 2024.

This report sets out the gender pay gap the Seaford Learning Trust and explains the key causes for the current gap and for the future plans and commitment of the Trust to reduce the gap going forwards.

Gender pay is not the same as equal pay. Gender pay is a broad measure identifying differences in average and actual midpoint earnings between men and women regardless of the nature of their work. Equal pay looks at whether mean and women receive equal pay for equal work. It is a legal requirement that this is the case and that we operate non-discriminatory practices. Seaford Learning Trust is committed to promoting and adopting inclusive working practices.

On 31 March 2024, the Trust employed 267 people, 190 of which were female and 77 male. Only fully pay relevant employees are included in the data within this report.

In relation to the other areas the data is based on 226 (66 male and 160 female) staff paid on the data capture date.

The following is a snapshot of the Seaford Learning Trust's gender pay gap as of 31 March 2024.

Gender Pay Gap Results

Mean gender pay gap

Male	66	£25.07

Female	160	£18.27

Median gender pay gap

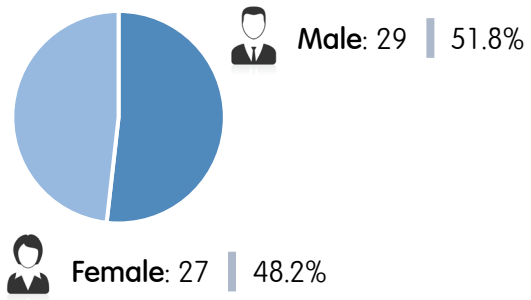
Male	£26.94

Female	£14.07

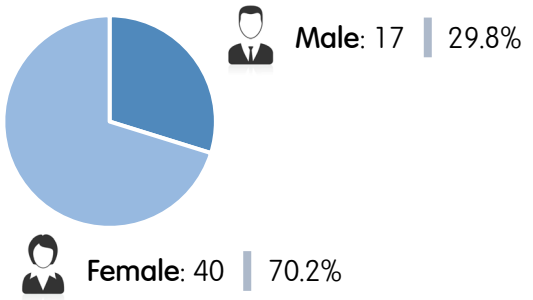
Quartile Pay Band Gender Information

Mean gender pay gap

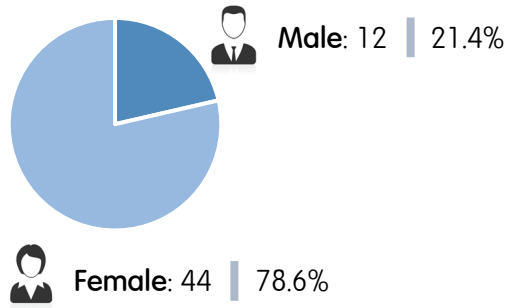
Upper Quartile
Total Staff : 56



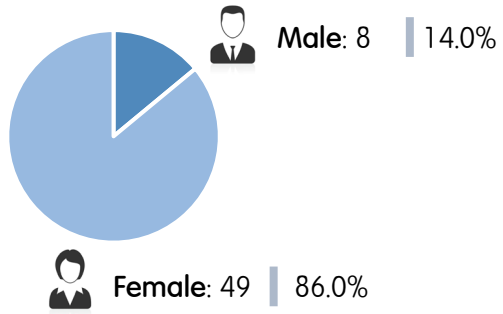
Upper Middle Quartile
Total Staff : 57



Lower Middle Quartile
Total Staff : 56



Lower Quartile
Total Staff : 57



Seaford Learning Trust consists of a workforce made up of 71% women and 29% men. In each quartile, with the exception of the upper quartile, there is a higher percentage of women compared to men.

What is creating the gender pay gap?

Seaford Learning Trust is a public sector education organisation with, at the capture date of 31 March 2024,:

- 1 secondary academy
- 1 primary academy

It is common in both the public sector and the education sector, for a higher proportion of the workforce to be female. The Trust has a gender split of 29% men and 71% women. The majority of the staff are employed by the Trust after a transfer from local authority employment.

The gender pay gap within the Seaford Learning Trust can be attributed to the following factors.

- A higher percentage of women working in lower paid roles compared to men. This significantly impacts on the pay gap.

- The Trust having more women working in part time roles. Part time roles are more common in the lower pay quartiles.

- The Trust has a great proportion of women working in support roles where they are paid on different terms and conditions with a significantly lower starting salary than teachers. Average salaries for teaching roles are higher than support roles.

How do we intend to close the gap going forwards?

Our Trust is committed to creating an inclusive culture and encouraging equality, diversity, and inclusion among our workforce.

Targeted action to focus on reducing the gender pay gap includes:

- Continuing review of our approach to recruitment to ensure language, advertising and processes are appropriate for both genders.

- Detailed monitoring of recruitment, retention, promotion and attrition rates to understand impact on the gender split of our employment practices.

- Development of a comprehensive talent strategy including monitoring arrangements around gender (and other protected characteristics.

- Equality impact analysis of policies and procedures.

Robert Ellis
CEO, Seaford Learning Trust