



The Diocese of Sheffield Academies Trust

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The Diocese of Sheffield Academies Trust (DSAT) is an equal opportunities employer. We support the fair treatment of staff, irrespective of gender.

The gender pay gap is defined as the difference between the mean and median hourly rate of pay the male and female colleagues receive.

The mean pay gap is the difference between average hourly earnings of men and women.

The median pay gap is the difference between the mid points in the ranges of hourly earnings of men and women. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle-most salary.

As at March 2019, The Diocese of Sheffield Academies Trust has 326 employees. 90% are female and 10% are male.

| | Mean Pay Gap | Median Pay Gap | Lower Quartile | Lower Middle Quartile | Upper Middle Quartile | Upper Quartile |
|-------------|-------------------------|-------------------------|----------------|-----------------------|-----------------------|----------------|
| Across DSAT | 7.43% lower for females | 5.96% lower for females | 90% F 10% M | 92% F 8% M | 88% F 12% M | 87% F 13% M |

No Bonuses were paid to any member of staff in the reporting period

DSAT uses pay scales for all teaching staff that are aligned to the School Teachers Pay and Conditions document, which is reviewed on an annual basis. For non-teaching support staff, DSAT uses the pay scales set by the National Joint Council for Local Government Services. Staff move through the pay scales for their grade based on a thorough and robust performance management process, meaning earnings are based on performance outcomes, irrespective of their gender.

DSAT has a higher proportion of females in every quartile, including the upper quartile. This illustrates that the overall pay gap is a result of the low proportion of males in the more junior grades.

Supporting Statement

I can confirm that the above information has been prepared from our payroll data from the 31st March 2019 snapshot date and fairly represents the gender pay gap information for The Diocese of Sheffield Academies Trust.

Mr A Waldron
DSAT CEO and Accounting Officer