

Suffolk Academies Trust

The Suffolk Academies Trust (SAT) was formed in September 2015 as a visionary collaboration between One Sixth Form College in Ipswich and West Suffolk College in Bury St Edmunds.

SAT's existing academy, One Sixth Form College, is rated as 'Outstanding' by Ofsted. The Trust opened a second world-class academy, Abbeygate Sixth Form College in September 2019 in Bury St Edmunds.

SAT is committed to strengthening access to outstanding post-16 education for young people across Suffolk.

Suffolk One Sixth Form College - Gender Pay Gap Reporting

Reporting Requirement

We are 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 will not involve publishing individual employee data. We will establish this by using our existing HR and payroll records. All staff can confirm and update their records by contacting a member of the HR team at HR@Suffolkone.ac.uk.

We are required to publish the results on our own website and a government website. We will do this within one calendar year of 31st March 2019 (data will be based on the snapshot date, 31st March 2019).

Data

As at the snapshot date of 31st March 2019, Suffolk One Sixth Form College employed 251 staff, of which 218 staff are relevant for the purposes of this data.

- The mean gender pay gap for One Sixth Form College is **21.88%**
- The median gender pay gap for One Sixth Form College is **37.48%**
- One Sixth Form College does not make bonus payments, therefore
 - The mean gender bonus gap for One Sixth Form College is **0%**
 - The median gender bonus gap for One Sixth Form College is **0%**
 - The proportion of male employees in receiving a bonus is **0%** and the proportion of female employees receiving a bonus is **0%**

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Equal Pay

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

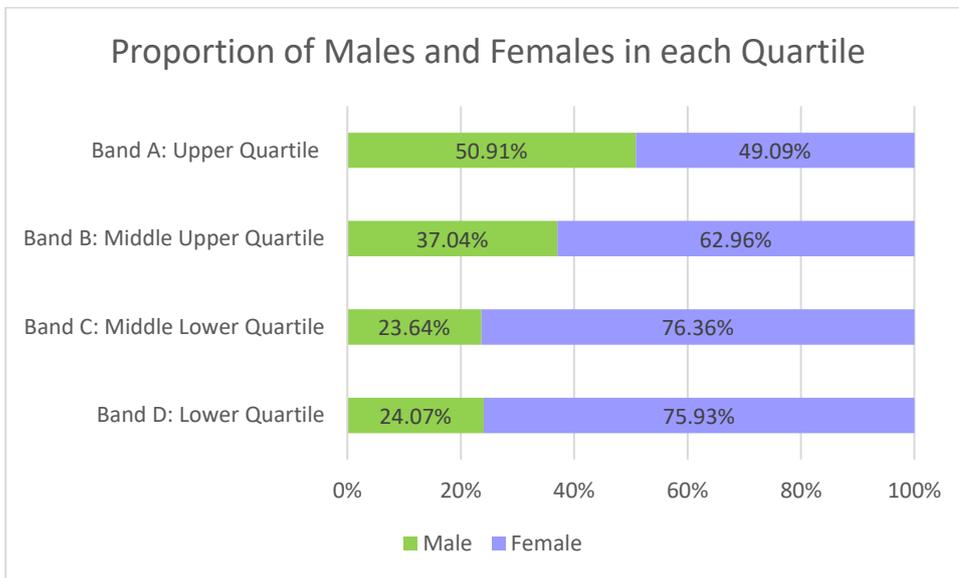
Unequal pay refers to the pay differences between two individuals or a group of workers carrying out the same or comparable work. Under the Equal Pay Act 1970, it is unlawful to pay people unequally because they are a man or a woman. Unequal pay is linked to sex discrimination in pay and may be a contributing factor to the gender pay gap.

However, One Sixth Form College is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has

a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above).

Organisation Profile

Table 1 below shows our organisational profile and depicts pay quartiles by gender. This shows One Sixth Form College’s workforce divided into four equal-sized groups based on hourly pay rates. In order for there to be no gender pay gap, there would need to be an equal ratio of men to women in each Band. However, within One Sixth Form College, there are more females in Bands B, C and D and a slightly higher proportion of males in Band A. However, the balance of male and female staff in Band A has improved significantly over the past 12 months and it is now almost equal. (In 2018 One reported 57% male and 43% female staff in Band A).



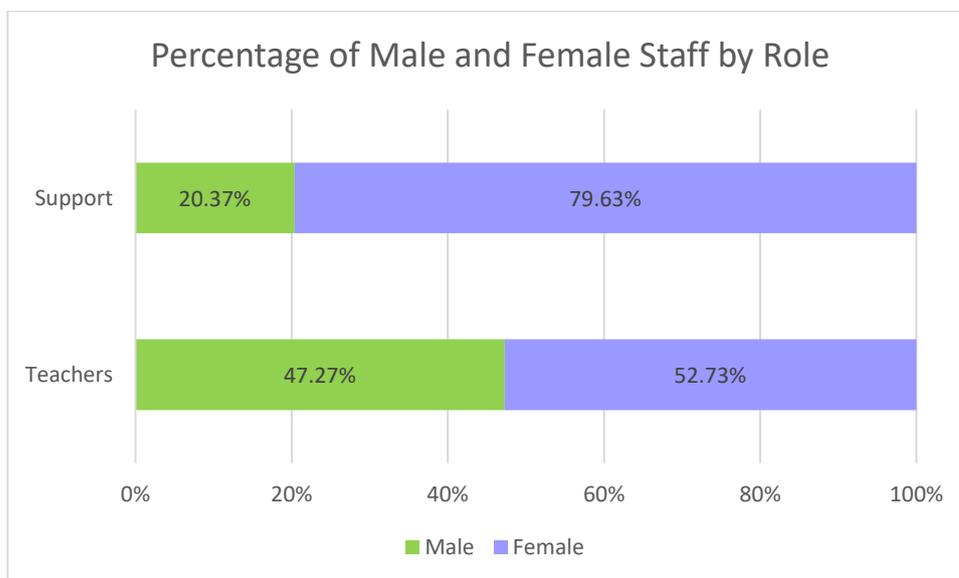
Considerations

One Sixth Form College is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

Teaching staff earn more than support staff and are paid in line with national pay agreements. One Sixth Form College is proud to continue to attract highly experienced professionals who can specialise in delivering outstanding teaching to engaged students within a state of the art facility and with access to amazing resources.

Also, as we offer term time, part time employment we are an attractive employer for those who need to balance family life with a career; primarily females within our society and local market pool.

In addition, we recognise that the majority of our male staff are employed in teaching posts which attract a higher salary; the majority of our female staff are employed in key, supporting roles which are less well paid, as highlighted in Table 2 below. However, the number of female teaching staff have increased from 48.54% in 2018 to 52.73% in 2019 so this will have a positive impact on our gender pay gap.



Accordingly, if we apply the gender pay gap calculations to these sections of staff it is clear that we pay fairly and appropriately, see Table 3 below. Indeed, the Median Gender Pay Gap is eliminated for teachers as the median hourly rate is exactly the same for both male and female colleagues and the Mean Gender Pay Gap is significantly reduced to just 3.60%. Within the Support Staff Teams we can see that female staff earn, on average, more than their male counterparts.

Table 3: Gender Pay Gap Data by Role	Total	Teachers	Support
Mean Gender Pay Gap	21.88%	3.60%	-12.06%
Median Gender Pay Gap	37.48%	0.00%	-6.11%

We have robust Equal Opportunities and Recruitment Policies in place so we are confident that our job roles are evaluated to ensure fair pay in each role and advertise each job with no gender bias.

In addition to regular team/ individual meetings, all colleagues engage in an annual appraisal process where their performance and aspirations are discussed. Staff have equal access to CPD and may request additional training or support at any time.

Table 4 below confirms the gender mix within our management teams, demonstrating the representation of both genders at the most senior levels within our organisation and that male and female colleagues can progress through the organisation based on merit with no gender bias.

Table 4: Gender Mix within Management Teams	Male	Female	Total
Senior Leadership Team	3	4	7
Curriculum Management and College Operational Teams	6	13	19

What is One Sixth Form College doing to address its gender pay gap?

While One Sixth Form College recognises the reasons for the gender pay gap, we are committed to reducing the gap.

We are continuing to create an evidence base to identify any barriers to gender equality and inform priorities for action; in 2017 One Sixth Form College introduced gender monitoring to understand:

- the proportions of men and women applying for jobs and being recruited;
- the proportions of men and women applying for progression and obtaining promotions;
- the proportions of men and women leaving the organisation and their reasons for leaving;
- the numbers of men and women in each role and pay band;

We use these results to monitor:

- the levels of gender equality in our organisation
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.

However, we recognise that monitoring the evidence, creating an action plan to address any concerns that are highlighted and promoting gender diversity in all teams within the organisation will not remove the gender pay gap – we appreciate that it may be some time before initiatives have an impact.

Commitment

One Sixth Form College is committed to reporting on an annual basis on what it is doing to reduce the gender pay gap and the progress that it is making.

As an inclusive employer, we will continue to carefully consider the appointment processes for recruitment and promotion as well as progression opportunities to ensure consistency and fairness is always applied, enabling us to appoint the best qualified candidate irrespective of their gender.

If you have any questions, concerns or ideas regarding the gender pay gap please contact a member of SLT or the HR team at HR@Suffolkone.ac.uk.

I, Jenny Milsom, Principal, confirm that the information in this statement is accurate.

Signed : 

Date : 17.03.2020

One Sixth Form College, Scrivener Drive, Ipswich IP8 3SU. 01473 556600. Principal: Jenny Milsom
www.suffolkone.ac.uk

One Sixth Form College is a member of the South West Ipswich and South Suffolk (SWISS) partnership
 SUFFOLK ACADEMIES TRUST a charitable company limited by guarantee registered in England and Wales (company number 9702333) whose registered office is at West Suffolk College, Out Risbygate, Bury St Edmunds, Suffolk IP33 3RL (the "company").