



**THE
DIOCESE OF
SHEFFIELD
ACADEMIES
TRUST**

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 2022, The Diocese of Sheffield Academies Trust has 593 employees. 89% are female and 11% are male.

	Mean Pay Gap	Median Pay Gap	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Across DSAT	8.73% higher for males	12.92 % higher for males	94% F 6% M	89% F 11% M	87% F 13% M	86% F 14% 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. The median and mean gaps are caused by proportionately less males in the lower quartile or lower paid positions. The number of males has dropped very slightly in the lower quartile and with a low number of males across the workforce this change has increased mean and median gaps this year.

Supporting Statement

I can confirm that the above information has been prepared from our payroll data from the 31st March 2022 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