

SUAT GENDER PAY GAP AND PUBLIC SECTOR EQUALITY REPORTING – March 2020.

SUAT recognises that the gender pay gap regulations require us to publish annual information on our gender pay gap. The regulations came into force on 31 March 2018. SUAT is eligible because it has more than 250 employees. We also believe that as a good employer we need to demonstrate compliance with the Public Sector Equality Duty to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations.

It is also important to note that gender pay reporting is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman and as an employer we do not do this. The gender pay gap data below shows the difference in the average pay between all men and women in SUAT's workforce.

Quartile	Men %	Women %
1	19.57	80.43
2	14.13	85.87
3	17.20	82.80
4	9.68	90.32

Total Employees	492
Male	76
Female	416

Mean Gender Pay Gap	21.86%
Male Mean Hourly Rate	20.854
Female Mean Hourly Rate	16.295

Median Gender Pay Gap	28.43
Male Median Hourly rate	14.35
Female Median Hourly Rate	10.27

I can confirm that these figures are an accurate representation of the statistics for Staffordshire University Academies Trust

Keith Hollins

Chief Executive Officer and Accounting Officer

