



## SPECIALIST SCHOOLS TRUST

### GENDER PAY REPORTING STATEMENT – 31<sup>ST</sup> MARCH 2023

(REPORTED MARCH 2024)

Specialist Schools Trust (the Trust) is an employer with over 250 employees and is required by law to carry out Gender Pay Gap Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This statement reports on the snapshot date of 31<sup>st</sup> March 2023 and data has been submitted by the due date of 31<sup>st</sup> March 2024.

The Trust comprises Rosewood Free School, a day school for pupils aged 2-19 years with profound and multiple learning difficulties (PMLD), and Great Oaks School, a secondary school for young people with a range of complex learning difficulties including autism and speech and language difficulties.

The Trust operates and equal opportunities employer and does not discriminate (as defined by the Equalities Act 2010 and other relevant legislation) during recruitment, performance management and career development and progression. Gender plays no part in the assessment of salary grades and scale points.

#### Employees by Pay Quarter

Employee by Pay Quarter	% Men	% Women
Upper hourly pay quarter	21%	79%
Upper middle hourly pay quarter	22%	78%
Lower middle hourly pay quarter	17%	83%
Lower hourly pay quarter	8%	92%

Women make up an average of 83% of the workforce and are well represented in each quarter.

#### Mean Gender Hourly Pay Gap - Difference in male and female mean pay:

**This means that, using the mean (average), women are paid on 11% more than men. This means for every £1 a woman earns, a man earns 89p.**

#### Median Gender Hourly Pay - Difference in male and female median pay:

**This means that when using the median, men are paid 8% less than women. This means for every £1 a woman earns, a man earns 92p.**

The Trust follows the School Teachers' Pay and Conditions Document (STPCD) and all teaching staff are paid in line with the STPCD pay scales. The Trust takes guidance from the Southampton City Council pay scales for all support staff.

22nd February 2024