Gender Pay Gap Report

Snapshot Date: 31 March 2021

Difference in mean and median hourly rates of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference male to female	18.1%	34.3%

Difference in mean and median bonus pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference male to female	N/A	N/A

Proportion of male and female employees who were paid bonus pay

	Proportion receiving bonus
Male employees (% paid a bonus compared to all male employees)	N/A
Female employees (% paid a bonus compared to all female employees)	N/A

Proportion of male and female employees according to quartile pay bands

	Quartile 1 (Lower)	Quartile 2 (Lower Middle)	Quartile 3 (Upper Middle)	Quartile 4 (Upper)
Male (% males to all employees in each quartile)	2.1%	6.4%	13.8%	17%
Female (% females to all employees in each quartile)	97.9%	93.6%	86.2%	83%

Supporting Statement
I can confirm that the information published here is accurate **Signature**:  **Date**: 28 January 2022 **Position:** Chief Executive Officer

Supporting Narrative
Within SSET, and the sector generally, lower paid positions (cleaners, lunchtime supervisors, teaching assistants) are traditionally female dominant; which has an impact on the overall gender pay gap. These categories of staff are paid in accordance with the Sheffield City Council Local Government pay scales. The pay gap narrows if considering on a quartile basis, closing the gap from last year in quartile 2 and 3. No significant changes to senior leadership positions and experienced teachers during the year are reflected in the unchanged percentage in quartile 4. Variances will partly be related to the impact of career breaks and part-time hours on career progression. SSET remains committed to equal pay and ensuring equality of progression for all employees, irrespective of gender or part-time hours.