



**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 2024, The Diocese of Sheffield Academies Trust has 740 employees. 91.35%.are female and 8.65% are male.

	Mean Pay Gap	Median Pay Gap	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Across DSAT	17.7% higher for males	17.08 % higher for males	97.5% F 2.5% M	91.5% F 8.5% M	88.5% F 11.5% 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 and increases are in line with annual increments within the grade and cost of living increases, irrespective of gender. Leadership and Executive 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 an increase in males in the upper quartile along with a low number of males across the workforce has increased mean and median pay gap this year.

### **Supporting Statement**

I can confirm that the above information has been prepared from our payroll data from the 31<sup>st</sup> March 2024 snapshot date and fairly represents the gender pay gap information for The Diocese of Sheffield Academies Trust.

The Diocese of Sheffield Academies Trust, is an exempt charity regulated by the Secretary of State for Education. It is a company limited by guarantee registered in England and Wales (company number 08745639), whose registered office is at Flanderwell Early Excellence Centre, Flanderwell, Rotherham S66 2JF

Mrs A Adair

DSAT CEO and Accounting Officer