

Gender Pay Gap Reporting

In April 2017, the government introduced Gender Pay Gap legislation, which required all employers of 250 or more employees to publish their Gender Pay Gap. The snapshot for employees in scope each year is 31st March, i.e. the following refers to a snapshot date of 31st March 2018.

Swift Academies is committed to the fair treatment and reward for all staff irrespective of gender.

The Gender Pay Gap as a high-level indicator of female and male earnings, which is affected by workforce distribution.

The Gender Pay Gap is defined as the difference between the mean (average) or Median (actual midpoint) hourly rate of female and male employees expressed as a percentage. It is worth noting that the Gender Pay Gap is not a tool to measure equal pay, i.e. the provision of equal pay for work of equal value (paying men and women equally for equivalent work).

Swift Academies does not operate a bonus scheme therefore there is no data to publish for staff bonuses.

Swift Academies Gender Pay Gap on the snapshot date of 31st March 2018 was:

The mean Gender Pay Gap	26.2%
The median Gender Pay Gap	34.7%
The mean Bonus Gender Pay Gap	N/A
The medium bonus Gender Pay Gap	N/A
The proportion of males and females receiving a bonus payment	N/A

The proportion of males and females in each quartile band on the snapshot date of 31st March 2018 was:

	Female	Male
Lower Quartile Band	90.7%	9.3%
Lower Middle Quartile Band	79.7%	20.3%
Upper Middle Quartile Band	68%	32%
Upper Quartile Band	59.5%	40.5%

This shows that within Swift Academies there is a higher proportion of women in all quartiles, but especially in the lower, lower middle and upper quartiles.

The majority of staff are in the lower pay quartiles, which have traditionally been over represented by females in occupations including cleaning, catering, lunchtime supervision, administration and education support staff.

Swift Academies has structured pay scales, which are not gender specific. Swift Academies is also committed to promoting equality and aim to recruit an appropriately qualified workforce that is representative of all sectors of the community.

We believe that the overall Gender Pay Gap reflects workforce composition rather than pay inequalities. Through our equality objectives, we will seek, wherever possible to encourage participation and recruitment to unrepresented roles.



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