



## The Societas Trust

### Gender Pay Gap Report at 31 March 2023

#### No of Employees – 250 to 499

The Societas Trust is committed to equal opportunities both as an employer and educational organisation. We are also committed to fair recruitment across all levels within the organisation.

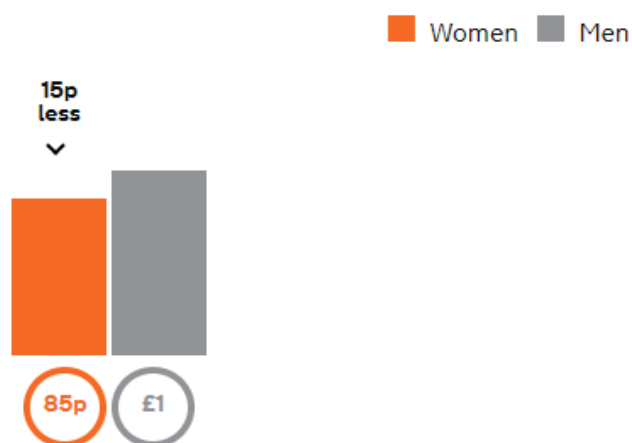
The Trust is currently comprised of 7 primary schools and the ratio between male and female employees is approximately 1 male for every 7 females.

Also, due to the nature of the roles, with a significant proportion of ancillary positions being on a part-time/term-time basis, the roles which attract a higher percentage of male applicants tend to be full-time/whole year and usually at higher rates of pay due to the level of responsibility and skill set required.

The Trust believes passionately in equal opportunities and operates fair and transparent recruitment and retention policy and procedures.

### Hourly pay gap

In this organisation, women earn 85p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 15.2% lower than men's.

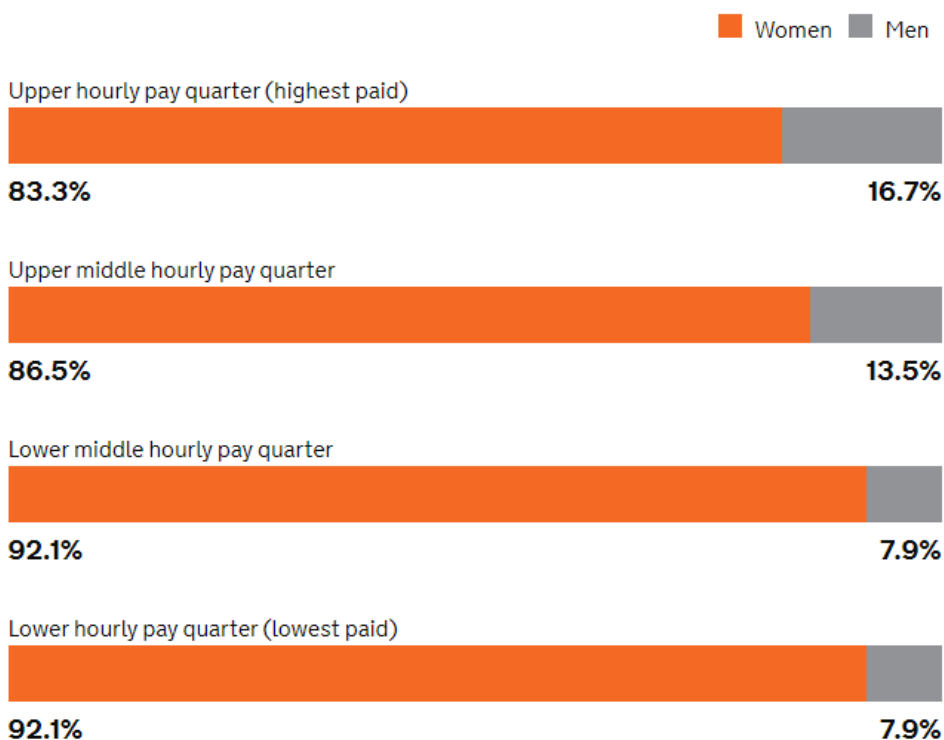


When comparing mean (average) hourly pay, women's mean hourly pay is 19.3% lower than men's.



## The percentage of women in each pay quarter

In this organisation, women occupy 83.3% of the highest paid jobs and 92.1% of the lowest paid jobs.



Senior Officer Responsible: Jon Lovatt

Position: CEO

I can confirm that the information given above is accurate.

Signature:

A handwritten signature in blue ink that reads 'Jon Lovatt'.