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Gender Pay Gap Report 31 March 2024

Overview

From 2017, any employer with a headcount of 250 or more employees are required by law to carry out gender pay gap reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, in order to show the pay gap between male and female employees. The results must be published on our website and reported to a government website (<https://gender-pay-gap.service.gov.uk>) where the results from other organisations can also be viewed.

We are required to calculate and report on the following 4 areas:

- percentage of men and women in each hourly pay quartile
- mean (average) and median hourly pay gap,
- mean (average) and median bonus pay gap,
- difference in male and female employees receiving a bonus and percentage of males and females within four equal pay quartiles

Data used – these calculations are based on a snapshot of our employees at March 2024 using existing payroll records.

Findings – a total of 393 employees were identified during this pay period, of which 36 (9.2%) are male and 357 (90.8%) are female.

Percentage of men and women in each quarter by hourly rate are identified as follows:

Quarter	% of male employees	% of female employees
Upper hourly pay quarter	16.3%	83.7%
Upper middle hourly pay quarter	12.2%	87.8%
Lower middle hourly pay quarter	6.1%	93.9%
Lower hourly pay quarter	2.0%	98.0%

The mean (average) and median hourly pay gap:

Mean (average) male hourly rate	£22.46
Mean (average) female hourly rate	£17.91
Mean (average) gender pay gap in hourly rate	20.3%



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The median hourly pay gap:

Median (middle) male hourly rate	£30.44
Median (middle) female hourly rate	£12.68
Median (middle) gender pay gap in hourly rate	58.3%

Bonus pay gap – the trust does not process bonus payments.

It is clear from the data females are the predominant workforce across all four of the pay quartiles. The Trust have a clear set of job descriptions and salary scales that are applied consistently across the Trust for all leadership, teaching and support staff roles. This ensures that staff are paid at the correct salary for the job they are employed to do.

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

We are committed to equality, diversity and inclusion and the pay structure is aligned to grading structure set out by the Local Authority for non-teaching staff and to the School Teachers Pay & Conditions Document for teaching staff, both of which are set by the NJC. All staff are paid within the same pay band for the same job role regardless of their gender.

We will continue to positively recruit to all positions and ensure that our recruitment processes, pay and professional development policies remain fair and transparent.

Rebecca Cox
Chief Executive Officer