



## Gender Pay Gap Data - March 2024

	31 March 2024	31 March 2023
Average difference in mean hourly rate of pay	25.80%	17.24%
Average difference in the median hourly rate of pay	45.31%	35.67%
Average difference in the mean bonus pay	N/A	N/A
Average difference in the median bonus pay	N/A	N/A

	Male	Female
Percentage of employees who received bonus pay	N/A	N/A

The Percentage of Employees by Pay Quartile	Male	Female
Upper Quartile	14.89%	85.11%
Upper Middle Quartile	14.89%	85.11%
Lower Middle Quartile	7.37%	92.63%
Lower Quartile	2.11%	97.89%

<b>Number of Employees within the organisation</b>	378
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The average mean hourly rate of pay difference shows that females are paid 25.80% less than males. As with most educational organisations the Trust employs more female full pay relevant employees than male (341 female, 37 male).

Roles which are predominantly paid in the lower two quartiles consist of site staff, lunchtime supervisors, teaching assistants, extended school staff and office administration staff. Teachers and the Central Trust team are predominantly paid in the upper two quartiles.

Of the female employees 35% are teachers or Central Trust staff with 24% in the upper quartile and 24% in the upper middle quartile. The remaining 52% relate to lower paid support roles split equally between the lower and lower middle quartiles.

Of the male employees 57% are teachers or Central Trust staff with 38% of these are in the upper quartile and 38% in the upper middle quartile. The remaining 24% relate to lower paid support roles split equally between the lower and lower middle quartiles.

Although the Trust employs a larger percentage of females to males, the lower paid roles tend to be filled predominantly by females which has the effect of reducing the average hourly rate for females. Male employees tend to be in higher paid roles which increases their average hourly rate.

34% (129) of employees are teachers and 39% (149) are teaching assistants. By focusing the gender pay comparison on these two roles gives a mean gender pay gap of 9.7% for teachers (excluding central trust employees) and 5.7% for teaching assistants, showing a greater pay equality in these roles.

At the Trust, teachers' pay follows the nationally agreed guidelines whilst support staff job roles are evaluated by an independent third-party body and placed within a designated pay band.