



Gender Pay Gap Data - March 2023

	31 March 2023	31 March 2022
Average difference in mean hourly rate of pay	17.24%	14.57%
Average difference in the median hourly rate of pay	35.67%	30.85%
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	11.94%	88.06%
Upper Middle Quartile	10.45%	89.55%
Lower Middle Quartile	5.88%	94.12%
Lower Quartile	4.41%	95.59%

Number of Employees within the organisation	270
--	------------

The average mean hourly rate of pay difference shows that females are paid 17.24% less than males. As with most educational organisations the Trust employs more female full pay relevant employees than male (248 female, 22 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 50% are teachers or Central Trust staff with 36% of these are in the upper quartile and 32% in the upper middle quartile. The remaining 32% 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.

33% (91) of employees are teachers and 44% (121) are teaching assistants. By focusing the gender pay comparison on these two roles gives a mean gender pay gap of 7.7% for teachers (excluding central trust employees) and -2.4% 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.