



## Gender Pay Gap Report 2024

Snapshot date: 31st March 2024

### Difference in mean and median hourly rate of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
	26.51%	53.27%

### Difference in mean and median bonus pay

	Difference in the mean bonus pay	Difference in the median bonus pay
	0%	0%

### Proportion of male and female employees who were paid bonus pay

	Proportion receiving a bonus
Male employees (% paid a bonus compared to all male employees)	0.00%
Female employees (% paid a bonus compared to all female employees)	0.00%

### Proportion of male and female employees according to quartile pay bands

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male (% males to all employees in each quartile)	6.19%	17.26%	26.43%	31.86%
Female (% females to all employees in each quartile)	93.81%	82.74%	73.57%	68.14%

### Supporting Statement

As an Educational Trust, we are aware that 49% of our employees are teaching staff, who are generally paid at higher levels than their support staff colleagues. Male employees make up 20% of the whole workforce with broadly 69% of these being employed as qualified teachers. Support staff work in varied roles to ensure our schools operate effectively and efficiently, with the vast majority of support roles being performed by female employees. The report format contrasts these support roles with teaching roles and exacerbates the pay differences between female and male colleagues. This report would provide greater clarity by separating Teaching and Support staff as well as Senior Management. Nonetheless we are confident that all of our roles are evaluated to ensure fair pay with no gender bias.

I confirm that the information published here is accurate.

Signature: P D Wilson

Date: 29th January 2025

Position: Company Secretary