

Gender Pay Gap Report 2023-24

Mean gender pay gap:	Women's hourly rate is 0.85% lower (4.92% in 2022-23)
Median gender pay gap:	Women's hourly rate is 11.13% higher (13.8% in 2022-23)
Mean bonus gap:	Women's mean bonus pay is 26.0% higher (16.7% lower in 2022-23)
Median bonus gap:	Women's median bonus pay is 25% higher (5% lower in 2022-23)
Male bonus proportion:	8.70% (13.0% in 2022-23)
Female bonus proportion:	15.64% (equal to men in 2022-23)

Hourly rate quartile bands 2023/24		
Quartile	Males (%)	Females (%)
Lower	25.7	74.3
Lower middle	28.6	71.4
Upper middle	20.0	80.0
Upper	24.3	75.7

This report contains the statutory disclosure of the Trust's gender pay gap. All companies with 250 or more employees are required to publish their gender pay gap under legislation that came into force in April 2017.

The gender pay gap is not the same as equal pay. Equal pay is the legal requirement that men and women be paid the same amount for equal roles. The gender pay gap is the difference between the gross hourly earnings or bonus pay for both men and women across an organisation.

Our figures indicate that the mean hourly rate of women is lower than the mean hourly rate of men at the Trust, but that the median hourly rate of pay for women is higher than that of men. Our bonus data indicates that a lower proportion of men received bonuses this period than women, and that mean bonus pay was higher for women the median bonus gap was also higher, this is due to a higher number of women on SLT and SLT staff attract larger bonuses.

We have considered these figures in detail. The Trust has an agreed payscale for teaching, non-teaching and leadership roles which is applied consistently to all staff. We are confident that no female employee is paid a lower wage for doing the same job as a male employee.

Following analysis of our data we have concluded that the following factors contribute significantly to our gender pay gap:

- The non-teaching payscale is lower than the teaching and leadership payscales. In this reporting period 68% of the school's non-teaching staff are female.
- Of the new or recently qualified teaching staff (paid on the lowest four points of the teaching payscale) 96% are female.

We also note that:

- At the time of this report 69% of staff paid on the Leadership scale are female
- In the academic year 2020-21 78% of appointments were of female staff

As regards bonuses, these are awarded sparingly at the Trust (21 bonuses this reporting period) and this commonly leads to data being easily distorted. We have re-examined individual bonuses awarded in this reporting period carefully and are

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satisfied that all were awarded fairly and properly. Further, in January 2022 we conducted a detailed analysis of bonus trends during the previous 3 years, with specific focus on the bonus pay gap. This analysis concluded that bonuses are being awarded fairly to men and women.

The Trust will continue to give appropriate consideration to the awarding of bonuses and to ensure that all decisions are underpinned by fairness and equality.

I confirm that the information published here is accurate Signature

Geoff Wilmot, Chief Operating Officer

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