Fylde Coast Academy Trust
Gender Pay Gap Report (2025)

Introduction:

As a Multi Academy Trust with over 250 employees FCAT are required to publish our Gender Pay Gap in line with the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

The Gender Pay Gap (GPG) involves carrying out six calculations which show the difference in the average pay of men and women in the Trust across all posts. This report is based on data from a snapshot date of 31st March 2025.

The GPG is different to equal pay and FCAT has a job evaluation system in place which underpins the national School Teachers Pay and Conditions and NJC Pay Scales to achieve the same pay for men and women for work of equal value.

The GPG is important to FCAT as it helps us to identify trends in our staffing to reduce the GPG.

The Mean and Median Gender Pay Gap:

On the snapshot date of 31st March 2025 FCAT had 849 relevant employees. Based upon hourly rates of pay:

- The Median Gender Pay Gap for FCAT is 10.87%
- The Mean Gender Pay Gap for FCAT is 20.01%

These figures show the average difference in the hourly rate of pay across men and women in the Trust.

Bonus Pay:

In the year preceding the snapshot date of 31st March 2025:

- The Mean Bonus Gender Pay Gap for FCAT is 0%
- The Median Bonus Gender Pay Gap for FCAT is 0%
- The proportion of male staff that received a bonus from the total number of relevant male employees is 0%
- The proportion of female staff that received a bonus from the total number of relevant female employees is 0%

Pay Quartiles:

All relevant employees were listed separately by gender and were ranked according to their hourly rate of pay from lowest to highest. This was then split into 4 equal quartiles to show the proportion of male and female staff within the pay quartiles:

	Gender	
Quartile	**Female**	**Male**
Lower Pay	82%	18%
Lower-Middle Pay	76%	24%
Higher-Middle Pay	76%	24%
Higher Pay	49%	51%

What key information does the data tell us?

- We have higher proportions of female employees in 3 of the 4 pay quartiles, and a higher proportion of women working within the Trust overall.

- We also have a high proportion of women working in term time and part time posts, resulting in a lower salary which has contributed to our GPG.

What happens next?

FCAT will continue to monitor and review the GPG and reasons for this to determine any ways in which this can be reduced.

Laura Ferris
FCAT Head of Human Resources
27.3.26