

Gender Pay Gap report - March 2024

Introduction

Our gender pay gap report shows the difference in the average earnings between men and women.
It is the difference between the hourly rates of pay of full pay on a mean (average) and median (middle) basis.
Gender pay is not the same as equal pay reporting. We are an equal pay employer and ensure our pay is fair at every level.

Our People

Total staff		2024	2023
	Men	25%	26%
	Women	75%	74%

The majority of our staff are female at most levels in the organisation . This is in common in schools nationally
Women occupy 67% of the highest paid jobs in the organisaion and 82% if the lowest quarter jobs
If the lower quartile were equal in men and women our mean gap would be reduced significantly.

Our Executive and Headteachers team consists of 44% women and 56% men.

Mar-24	Gender	Staff	Median Gender Hourly Rate	Median Gender Hourly Gap Percentage	Mean Gender Hourly Rate	Mean Gender Hourly Gap Percentage	Lower	Lower Middle	Upper Middle	Upper
	Female	735	14.8	25.9	19.1	16.5	82	80	69	67
	Male	251	20.0		22.8		18	20	31	33

Mar-23	Gender	Staff	Median Gender Hourly Rate	Median Gender Hourly Gap Percentage	Mean Gender Hourly Rate	Mean Gender Hourly Gap Percentage	Lower	Lower Middle	Upper Middle	Upper
	Female	709	14.7	38%	18.1	20%	85%	79%	67%	65%
	Male	246	20.3		21.8		15%	21%	33%	35%