



Gender Pay Gap Report 2024

Snapshot Date used for Data:	31.03.2023
Date Prepared:	01.02.2024
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This 2024 Report is for a snapshot of all the workforce across the Trust's schools taken on 31.3.23, based on a figure of 601 staff. Headline figures are shown below for both the Mean and the Median over the last five years.

	2020 Report (30.3.19)			2021 Report (31.3.20)			2022 Report (31.3.21)			2023 Report (31.3.22)			2024 Report (31.3.23)		
	Male Hourly rate	Female Hourly Rate	GPG %	Male Hourly rate	Female Hourly Rate	GPG %	Male Hourly rate	Female Hourly Rate	GPG %	Male Hourly rate	Female Hourly Rate	GPG %	Male Hourly rate	Female Hourly Rate	GPG %
Mean GPG %	£20.42	£15.71	23.1	£25.5	£20.40	20.02	£20.82	£17.37	16.6	£25.50	£20.40	20.02	£20.82	£17.37	16.6
Median GPG %	£18.94	£13.20	30.3	£25.12	£14.2	43.23	£18.79	£15.46	17.7	£25.12	£14.26	43.23	£18.79	£15.46	17.7
Quartile 1 %	33.7	66.3		29.33	70.67		28	72		29.33	70.67		28	72	
Quartile 2 %	24.7	75.3		30.67	69.33		30	70		30.67	69.33		30	70	
Quartile 3 %	21.2	78.8		22.52	77.48		22	78		22.52	77.48		22	78	
Quartile 4 %	9.4	90.6		10.60	89.40		12	88		10.60	89.40		12	88	

Quartiles are within the organisation and an even split of 25% of total staff.