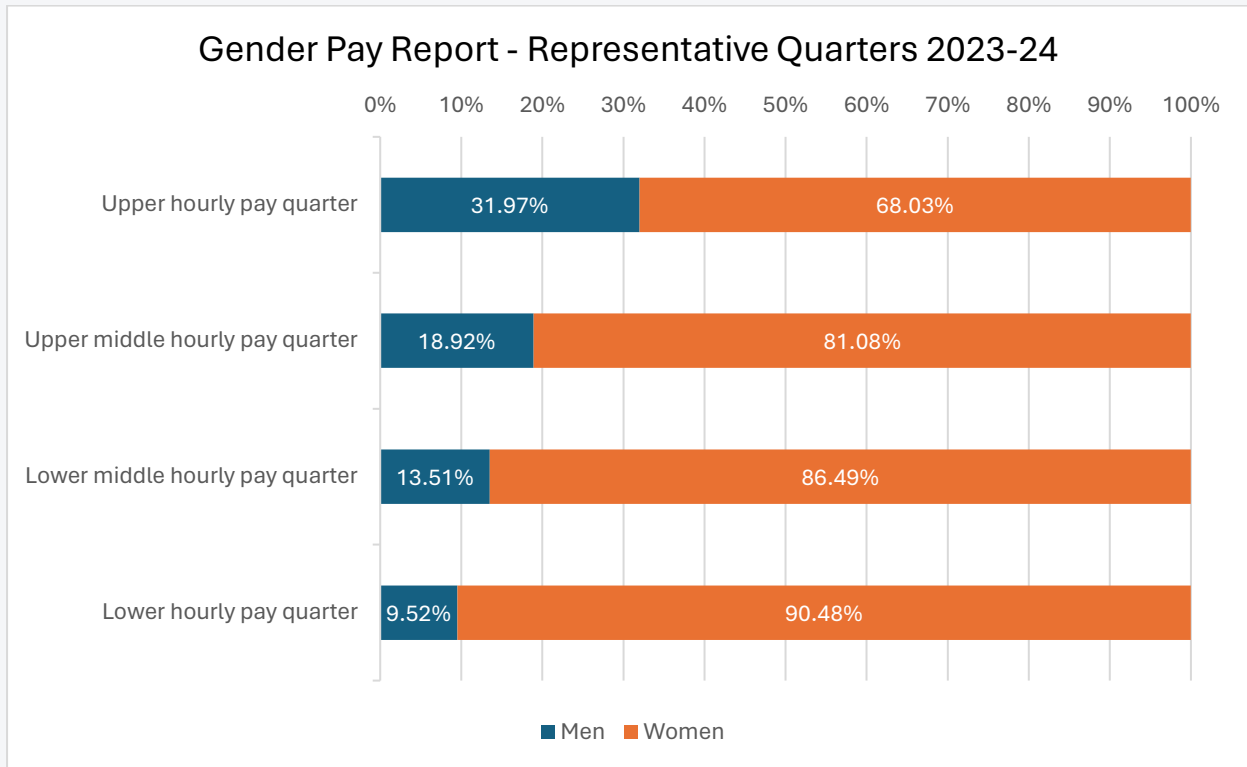


### Gender Pay Gap Narrative – 2023-24

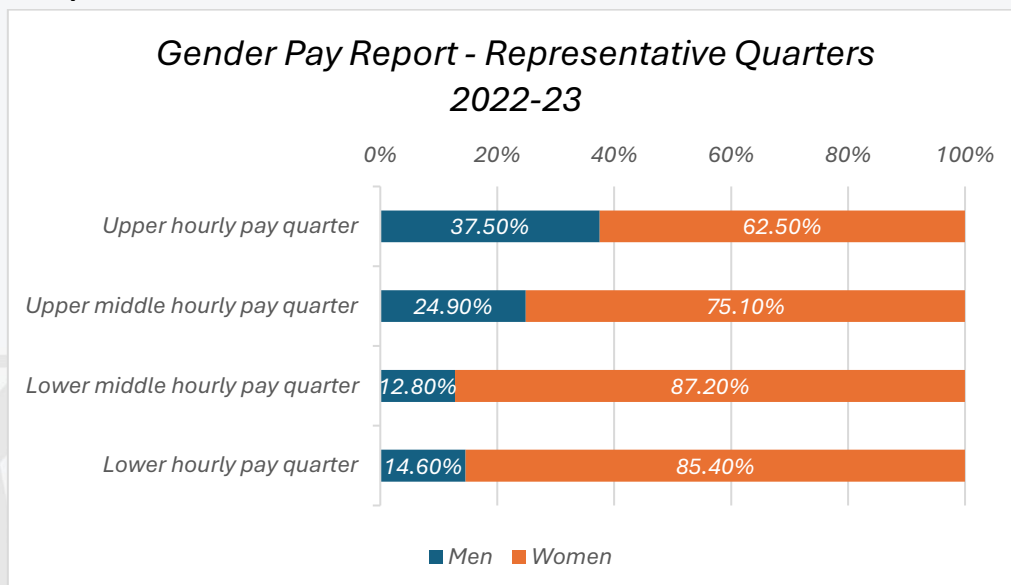
Total employees on roll: 590 (116 male; 474 female)

Total proportion M:F 20:80

Snapshot date: 31/03/2024



#### Previous Report:



### Upper Hourly Pay Quarter

- Includes senior teachers, middle leaders, senior leaders and executive team
- 45 M : 102 F

The upper hourly pay quarter primarily consists of senior teachers, middle leaders, senior leaders, and executive team members. Historically, this segment has exhibited a disproportionately high representation of men. However, recent strides towards gender equality have been made, notably with the appointment of a female CEO, resulting in a more balanced gender distribution. Additionally, key positions within this category, such as the Director of Teaching and Learning, Head of HR, and the addition of four female Headteachers following a merger, have contributed to narrowing the gender gap. This may account for the relatively higher proportion of women in the upper hourly pay quarter when comparing to a similar local comparator (39%). While men still constitute a significant portion of the top 100 highest-paid employees, efforts to promote gender diversity are evident.

### Upper Middle Hourly Pay Quarter

- Includes specialist support staff (finance, HR, HLTA), Main Scale and Early Career Teachers
- 37 M : 111 F

This segment encompasses specialist support staff, including those in finance, HR, and Main Scale and Early Career Teachers. The gender composition here reflects the overall makeup of our workforce. The recent acquisition of primary schools, which traditionally employ fewer male teachers compared to secondary schools, has influenced the proportion of men in this quarter. Efforts to address this gap are ongoing, with a focus on fostering inclusivity and diversity across all levels.

### Lower Middle Hourly Pay Quarter

- Includes administrative, site, teaching support
- 20 M : 127 F

Comprising administrative, site, and teaching support roles, this quarter has experienced a slight uptick in the representation of men. This increase can be attributed to the merger of schools with a higher concentration of male staff in this quarter, particularly in site teams

and IT technician positions. While progress has been made towards achieving gender balance, continued efforts are necessary to ensure equitable opportunities for all employees.

### Lower Hourly Pay Quarter

- Includes cleaning, catering, SMSA, entry-level teaching support roles
- 14 M : 134 F

Traditionally dominated by female workers, this quarter includes roles in cleaning, catering, SMSA, and entry-level classroom support. The recent merger with four primary schools with catering, cleaning, and SMSA positions has further amplified the proportionate representation of women in this segment. These roles are often preferred by women due to their flexibility, which complements caregiving responsibilities and aligns with school hours. Initiatives aimed at breaking down gender stereotypes and promoting equal access to all job roles remain paramount in addressing disparities within this quarter.

### Mean and median gender pay gap using hourly pay 2023-24

	<b>Women earn X% Less:</b>
Mean gender pay gap using hourly pay	25.02%
Median gender pay gap using hourly pay	34.95%

### Previous Year:

#### *Mean and median gender pay gap using hourly pay 2022-23*

	<b>Women earn X% Less:</b>
<i>Mean Hourly Pay:</i>	<i>23.00%</i>
<i>Median Hourly Pay:</i>	<i>34.30%</i>

The proportionate mean and median pay for women is lower when compared to men, primarily stemming from the concentration of female workers at the lower end of the pay scales. However, recent structural adjustments, especially at senior and executive levels, have begun to alleviate this disparity. These changes have been particularly impactful in offsetting the effects of merging with schools with a higher number of lower-paid roles, such

as play workers, catering, and cleaning staff. These figures broadly mirror the percentage gap for a local comparator, with a smaller gap in our median data.

**No bonuses were paid in the 2023-24 year or previously.**