

## Gender Pay Gap 2023-24

### Background to the Statutory Reporting Period

This report covers the period of 2023 – 2024, and includes the capture period of March 2024. The report captures the current makeup of Central Region Schools Trust, which comprises of 13 Schools, namely:

- Abbeywood First School
- Arrow Vale Secondary School
- Arrow Valley First School
- Church Hill Middle School
- Gospel Oak Secondary School
- Holyhead Secondary School
- Iplsey CE Middle School
- Lickhill Primary School
- Oak Hill Primary School
- Oldbury Park Primary School
- St Stephens CE First School
- Sutton Park Primary School
- Waseley Hills High School

The 2024 Gender Pay Gap looks at the percentage difference in terms of median and mean salaries between male and female employees across the Trust and across all job levels. The Trust do not have bonuses and so this is not reported on. In addition the table separates teaching and support staff.

### Gender Pay Gap Reporting

In the UK public, private, and voluntary sector organisations with 250 or more employees must report on their gender pay gaps annually. The reports show the difference between the average earnings of men and women, expressed relative to men's earnings. If an organisation reports a gender pay gap, it does not mean women are paid less than men for doing the same job, but it does show that, on average, men occupy higher-paying roles than women.

Employers must report on six different measures, based on a snapshot of pay data on a set date set out by the Government Equalities Office:

- Median Gender Pay Gap – the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
- Mean Gender Pay Gap – the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
- Median Bonus Gap – the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees
- Mean Bonus Gap – the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees
- Bonus Proportions – the proportions of male and female relevant employees who were paid bonus pay during the relevant period
- Quartile Pay Bands – the proportions of male and female full-pay relevant employees in the Lower, Lower-Middle, Upper-Middle, and Upper quartile pay bands.

Headlines about the gender pay gap tend to focus on the median figure, which ignores extremes and is therefore thought to be the most representative measure. It is, however, important to report all these measures as each one

tells you something different about the underlying causes of the gender pay gap and each one can mask issues that another may highlight.

### Reportable Data Including Prior Years

At 31st March 2024 the Mean average Pay for all female staff was 17.27% less than male staff (2023: 16.81%, 2022: 18.45%, 2021: 20.73%). Calculated using the Median Pay Rate, the gap was 29.18%. (2023: 28.38%, 2022: 30.03%, 2021: 35.58%). We remain confident in all reporting periods that this is not a result of unequal pay, but a reflection of the distribution of roles between female and male members of staff. Both the mean and median results have increased slightly since last year's reporting.

	31-Mar-21		31-Mar-22		31-Mar-23		31-Mar-24	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Gender Pay Gap	20.73%	35.58%	18.45%	30.03%	16.81%	28.38%	17.27%	29.18%
Gender Bonus Gap	0	0	0	0	0	0	0	0

Quartile	31-Mar-21		31-Mar-22		31-Mar-23		31-Mar-24	
	Female	Male	Female	Male	Female	Male	Female	Male
Lower	85.71%	14.29%	83.64%	16.36%	85.09%	14.91%	84.92%	15.08%
Lower Middle	80.52%	19.48%	80.45%	19.55%	78.51%	21.49%	81.35%	18.65%
Upper Middle	72.55%	27.45%	68.64%	31.36%	71.49%	28.51%	72.33%	27.67%
Upper	65.36%	34.64%	64.09%	35.91%	68.42%	31.58%	67.86%	32.14%

Teaching	31-Mar-21		31-Mar-22		31-Mar-23		31-Mar-24	
	Female	Male	Female	Male	Female	Male	Female	Male
Lower	61.67%	38.33%	64.89%	35.11%	64.04%	35.96%	67.33%	32.67%
Lower Middle	72.13%	27.87%	76.34%	23.66%	76.67%	23.33%	71.29%	28.71%
Upper Middle	68.33%	31.67%	64.52%	35.48%	67.78%	33.33%	68.32%	31.68%
Upper	58.33%	41.67%	59.14%	40.86%	66.29%	34.83%	66.00%	34.00%

Support	31-Mar-21		31-Mar-22		31-Mar-23		31-Mar-24	
	Female	Male	Female	Male	Female	Male	Female	Male
Lower	86.17%	13.83%	85.04%	14.96%	84.06%	15.94%	85.43%	14.57%
Lower Middle	79.57%	20.43%	78.74%	21.26%	84.89%	15.11%	84.21%	15.79%
Upper Middle	86.02%	13.98%	81.10%	18.90%	80.58%	19.42%	80.92%	19.08%
Upper	80.65%	19.35%	75.40%	24.60%	73.19%	26.81%	78.15%	21.85%

### Summary

We continue to have much to be proud of at the Central Region Schools Trust and Gender Pay Gap reporting incorporating the examination of our employee pay data differentials continues to bring a much-needed transparency to the different experiences of men and women in our Multi Academy Trust (MAT).

Externally benchmarked salary ranges on National Leadership, Teaching and Support Staff (NJC) scales enable everyone to be paid fairly for undertaking the same or a similar role within the Trust. Salaries are paid according to grade and annual pay awards irrespective of gender or any other protected characteristic. We are committed to the principle of equal pay for all employees and recognise the multi-faceted factors in achieving gender pay gap progress. We remain confident that over time our commitment to inclusion, fairness and flexibility, whilst endeavouring to remove any unconscious bias via enhanced recruitment practices, in line with our embedded values for Social Justice, will continue to be reflected in our Gender Pay Gap figures.

We confirm that the gender pay gap calculations are accurate and meet the requirements of the Equality Act 2010 (Gender Pay Gap Information Regulations 2024).