

## Gender Pay Gap Analysis Report 2023

**The Trustees and leadership of The Priestley Academy Trust recognise the fundamental importance of narrowing and eliminating the Gender Pay Gap in all areas of the Trust's operations.**

The Trust has a clear, written pay policy and gender plays no part in the assessment of salary grades. Salary grades are related to the nature of each role within the organisation, taking into account such things as job complexity, responsibility, staff supervision and education requirements.

Having considered the pay data for 2022, the Trustees feel that the reason for the higher male MEAN and MEDIAN pay rates and the gender split in Quartile 1 is due, in the main, to the nature of certain jobs in the schools, particularly the assessed rates of pay for roles such as mid-day supervisors, general administration staff and some classroom support assistants - these roles being mainly filled by female employees. The Trust has also been working to achieve the target for employment of apprentices as a percentage of the total workforce. For the 2021 sample data, the Trust employed 16 apprentices, 15 of which were female and one male. The impact of the employment of these apprentices was to increase the Mean Pay Gap by 0.34%

The Trustees consider the reason for the gender balance in Quartile 1 deviating from the overall workforce gender balance is that those contracts paid at the lower scales, being part-time and/or term-time only, provide work opportunities that are attractive to females who have accompanying childcare/family commitments and/or where they are the secondary earner in the household. Quartiles 2 and 4 have a distribution of female/male employees that mirrors the overall female/male ratio of the total workforce.

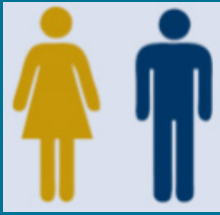
Notwithstanding the above, the Trustees will continue to work to provide greater opportunities for progression for staff in Quartile 1 and for achieving a gender pay balance that is more in line with the overall Trust employee gender balance. This includes supporting the training and development of staff so that they can achieve progression into higher pay quartiles. It is acknowledged however that if female staff moving into higher pay quartiles are replaced by other females (which for reasons previously stated is likely to be the case), this would not generally affect the gender balance in that quartile.

We are required to publish the results on our website and the the government website.

We will do this by 30 March 2023.

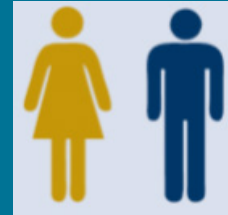
Gender pay reporting requires our organisation to make calculations based on employee gender. We have collated this data from HR and payroll records held on our systems.

We confirm that the following information has been prepared from our payroll data on the snapshot date and is an accurate record of The Priestley Academy Trust gender pay information.



#### Mean gender pay gap

Across the Trust the difference between the mean hourly pay of full-pay men and women is **24.36%**



#### Median gender pay gap

Across the Trust the difference between the median pay of full-pay men and women is **33.8%**



#### Proportion of males and females in each pay quartile

Lower: **3.62%** male, **96.4%** female  
Lower-middle: **11.9%** male, **88.1%** female  
Upper-middle: **13.3%** male, **86.7%** female  
Upper: **22.9%** male, **77.1%** female

The gender balance of the workforce is **12.9%** male and **87.1%** female

Number of employees by gender is **43** male and **290** female

## Context

The mean pay for male employees across the Trust is 24.36% higher than female mean pay, an increase on the previous year (2021 which was 23.1%).

The median pay for male employees across the Trust is 33.8% higher than female median pay, which is the same as reported in the previous year.

As a Trust we also have to rank the workforce according to pay, from lowest to highest and then split the workforce into four groups with equal numbers of employees (84 employees in each quartile, with the exception of quartile 1 which has 83).

The lower quartile 1 has a split of male:female employees of 3.6% male to 96.4% female (2021 being 3.6% male to 96.4% female). Quartile 1 gender split is a deviation from the overall gender split of the whole workforce which is 12.9% male to 87.1% female.

Quartiles 2 and 3 have gender balances generally in line with the gender balance of the total Trust workforce, with quartiles 1 and 4 deviating from this.

The total number of employees in the Trust has decreased slightly from the previous year however, the split of the total workforce of male:female has remained broadly similar to the previous year sample.

---