

Gender Pay Gap Analysis Report 2024

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 2023, 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 Trustees consider the reason for the gender balance in Quartile 1 (the lower quartile) 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 3 have a distribution of female/male employees that broadly mirrors the overall female/male ratio of the total workforce.

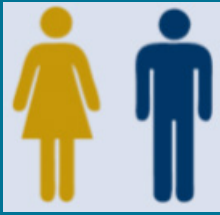
Notwithstanding the above, the Trustees will continue to work to provide greater opportunities for progression for staff in Quartile 1 and for achieving a gender pay balance that is more in line with the overall Trust employee gender balance. This includes supporting the training and development of staff 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 2024.

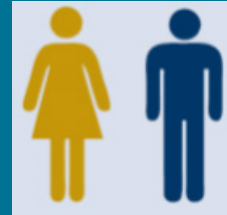
Gender pay reporting requires our organisation to make calculations based on employee gender. We have collated this data from HR and payroll records held on our systems.

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 **24.2%**



Median gender pay gap

Across the Trust the difference between the median pay of full-pay men and women is **18.3%**



Proportion of males and females in each pay quartile

Lower: **5.6%** male, **94.4%** female
Lower Middle: **10.1%** male, **89.8%** female
Upper Middle: **12.5%** male, **87.5%** female
Upper: **17.0%** male, **83%** female

The gender balance of the workforce is **11%** male and **89%** female

Number of employees by gender is **40** male and **314** female

Context

The mean pay for male employees across the Trust is 24.2% higher than female mean pay, a slight reduction on the previous year (2022 which was 24.4%).

The median pay for male employees across the Trust is 18.3% higher than female median pay, which is significantly lower than the figure reported last year (33.8%).

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 (88 employees in each quartile, with the exception of quartile 1 which has 90).

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 lower quartile 1 has a split of male:female employees of 5.6% male to 94.4% female (2022 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 11.3% male to 88.7% female.

The upper quartile 4 has a split of male:female employees of 17.0% male to 83.0% female (2022 being 22.9% male to 77.1% female). Again, this is a deviation from the overall gender split of the whole workforce (11.3% male to 88.7% female).

The total number of employees in the Trust increased by 60 compared to the previous year due to the addition of Miriam Lord Primary School to the Trust. However, the split of the total workforce of male:female has remained broadly similar to the previous year sample.
