

A background illustration of stylized white paper figures holding hands in a circle, forming a ring around the central text. The figures are simple, with arms and legs extended, and are set against a light blue background.

GENDER PAY GAP REPORT

31 March 2024

Gender Pay Gap Report 2025

Public bodies, like The Priestley Academy Trust, with over 250 employees are required to report annually on the gender pay gap . The gender pay gap is an annual snapshot as at the 31 March of the difference between the average pay of men and women within the trust/school.

Gender pay gap reporting doesn't specifically report on who earns what, but instead looks at what women earn compared with men. It provides a framework within which gender pay gaps can be identified, enabling us to constructively consider why they exist and what we can then do about them.

There are six measures of the gender pay gap:

Mean Gender Pay Gap	The difference between the mean hourly rate of pay of male and female full-time employees
Median Gender Pay Gap	The difference between the median hourly rate of pay of male and female full-time employees
Mean Bonus Pay Gap	The difference between the mean bonus pay paid of male and female full-time employees
Median Bonus Pay Gap	The difference between the median bonus pay paid of male and that of female full-time employees
Bonus Proportions	Percentage of male and females receiving bonus pay
Quartile Pay Bands	Percentage of male and females in each hourly pay quartile



Gender Pay Gap

Mean Gender Pay Gap

16.6%

Median Gender Pay Gap

14.3%

Commentary

Gender Pay Gap reporting is a statutory requirement for organisations employing more than 250 employees. It is intended to be an indicator of an organisation's approach to pay equality between male and female employees.

The percentages shown to the left should be interpreted as follows:

- A positive percentage indicates that women have lower pay than men in our organisation.
- A negative percentage shows that men have lower pay than women in our organisation.
- A zero percentage shows that there is equal pay between men and women in our organisation.

Using the prescribed methodology, at The Priestley Academy Trust, the mean pay for women is 16.6% less than men's and the median pay for women is 14.3% less than men's

	2022	2023	2024
Mean Gender Pay Gap	24.4%	24.2%	16.6%
Median Gender Pay Gap	33.8%	18.3%	14.3%

Quartile Pay Bands – March 2024

Male	Upper Quartile 10.7%	Upper Middle Quartile 14.3%	Lower Middle Quartile 10.7%	Lower Quartile 4.7%
Female	Upper Quartile 89.3%	Upper Middle Quartile 85.7%	Lower Middle Quartile 89.3%	Lower Quartile 95.3%

On 31 March 2024, the overall split of full-pay relevant employees was 89.9% female and 10.1% male.

Additional Information

The results of the exercise this year show a reduction (improvement) in the mean and median gender pay gap for The Priestley Academy Trust, building on a more modest improvement last year. This sustained improvement is good news for the Trust, although the current year's data may be skewed by absences in the central team at the snapshot date that were previously filled by male employees.

It is encouraging to see that the gender splits for the upper quartile very closely reflect the split of employees across the trust, as does the lower middle quartile. The upper middle quartile leans slightly in favour of male employees and the proportion of females in the lower quartile is disproportionately high.

In the education sector, it is typical for there to be a disproportionate number of female employees in the lower quartile, as most part-time positions are on lower pay scales and these jobs are usually more attractive to female employees.

Additional disclosures are also required in respect of bonus payments, but, as we do not pay bonuses, this does not apply to The Priestley Academy Trust.





Trust Actions

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.

The Trust will continue to support equality of opportunity for all staff in the Trust, through:

- Personal coaching provided to Head Teachers and Senior Leadership Teams.
- Ensuring that all recruitment panels contain at least one female member of staff, wherever possible.
- Encouraging female uptake of the “New to Senior Leadership” programme in 2024/25 through targeted support.

In relation to the high proportion of female staff in the lowest quartile, The Priestley Academy Trust will continue to work to provide greater opportunities for progression, recognising 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.