



## Gender Pay Gap Report 2024

### Introduction

This report outlines the Gender Pay Gap (GPG) for the King Edward VI Academy Trust, including data analysis and the Trust's aspirations and actions to narrow the gap. As required by law, all organisations employing more than 250 employees must annually submit GPG data and publish the results. This report is based on a snapshot taken on 31<sup>st</sup> March 2024.

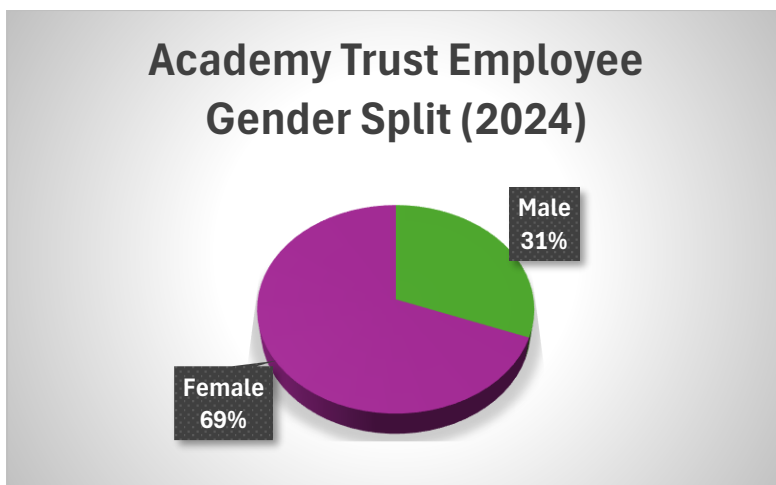
### What is the Gender Pay Gap (GPG)?

The GPG is the difference between the average hourly earnings of male and female employees within an organisation. Both mean and median figures are published. The mean is calculated by summing all hourly rates of employees and dividing by the number of employees. The median is the middle value when hourly rates are arranged from smallest to largest.

The Trust is committed to ensuring equality and fairness is at the core of its reward system.

### GPG Results

As of 31st March 2024, the Trust employed 1541 individuals, with 1066 (69%) female and 475 (31%) male employees. The gender distribution is illustrated in the pie chart below:



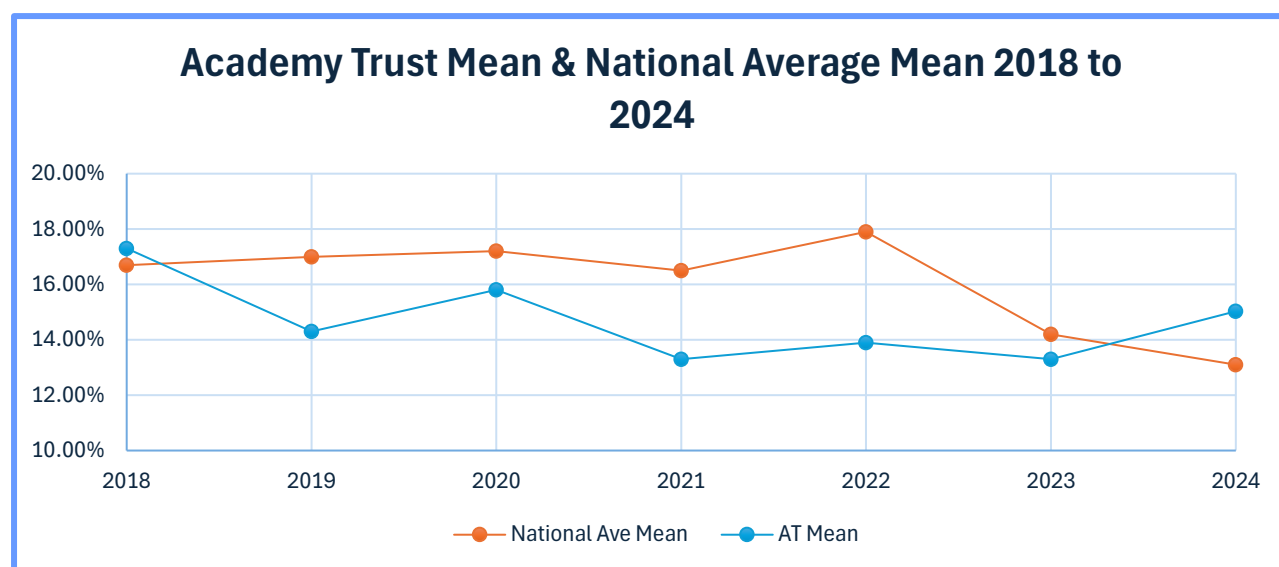
- **Mean GPG: 15.03%**
- **Median GPG: 28.48%**

The mean GPG of 15.03% is slightly higher than the previous year and higher than the mean GPG for secondary education, which stands at 13.1% (ONS, 2024).

## Year-on-Year Comparison

The median hourly pay for females was 28.5% lower than that of males, representing a 1.9% percentage point increase compared to 2023. The mean hourly pay for females was 15.0% lower than that of males, showing a 1.7% percentage point increase compared to 2023. Since reporting became obligatory in 2018, the mean hourly pay gap has decreased by 2.3% percentage points over 7 years.

To better illustrate these trends, the graph below compares the Trust Mean (AT Mean) with the National Average Mean (National Ave Mean) from 2018 to 2024:



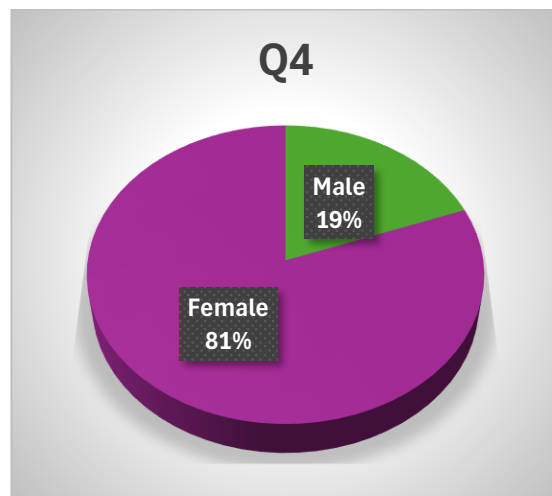
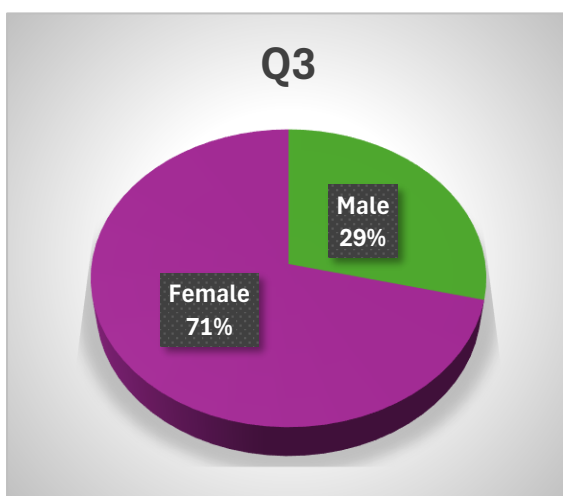
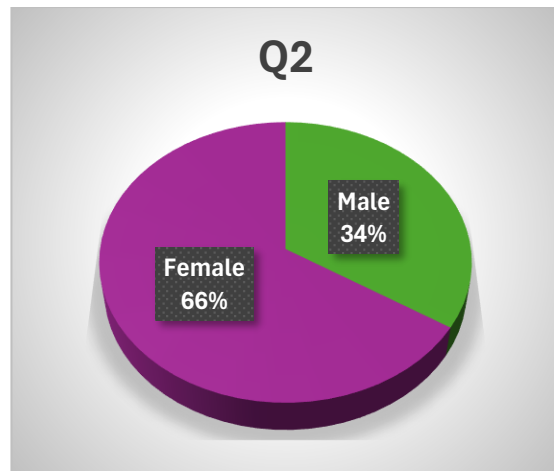
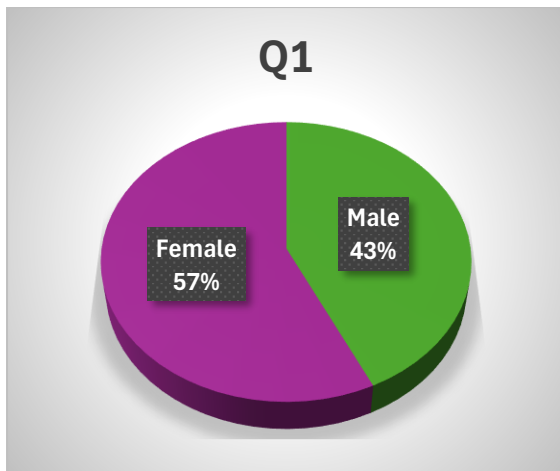
## Pay Quartile by Gender as of March 2024

In this reporting year, females occupied 57.0% of the highest paid posts, an increase of 0.6% compared to 2023. However, they also occupied 81.0% of the lowest paid posts, an increase of 3.3% compared to 2023.

The table below provides a detailed breakdown of the gender distribution across different pay quartiles:

Band	Male	Female	Description
Q1 Upper Quartile	43.0%	57.0%	Top 25% hourly rates.
Q2 Upper Middle Quartile	34.0%	66.0%	Above median but at or below upper quartile.
Q3 Lower Middle Quartile	29.0%	71.0%	Above lower quartile but at or below median.
Q4 Lower Quartile	19.0%	81.0%	At or below lower quartile.

To further illustrate the gender distribution within each pay quartile, the pie charts below provide a visual representation of the data:



### **Our Commitment to Narrowing the GPG**

We remain dedicated to narrowing the GPG by collaborating with leaders, staff and governors to implement changes and assess their impact. We will implement the following action items to drive meaningful change.

#### **1. Inclusive Recruitment**

- This year, we introduced inclusive recruitment training as part of our EDI training programme, and we will continue to provide this. We will also continue to monitor salary offers to ensure fairness for all genders.
- We will continue to ensure that applications are anonymised, interview panels are diverse, and objective criteria are used to assess candidates, including removing biases related to childcare gaps in employment.

## **2. Flexible Working Practices**

- We will continue to encourage and monitor part-time and flexible working opportunities, promoting them equally to all staff.
- We will closely follow and implement best practices from the Department for Education on flexible working in schools.
- We will foster a dialogue with leaders to share successful practices and remain open to new and creative ideas.
- We will continue to support flexible working requests and, where possible, creatively retaining quality staff who cannot fulfil full-time hours and supporting those returning after a career break, guided by best practices.

## **3. Progression Opportunities**

- People Partners and Headteachers will use iTrent data to engage in constructive dialogue about succession planning, role and salary progression decisions, tracking internal progression.
- We rolled out a CPD framework for progression routes and development in 2024/2025. Further work is needed to embed and refine this framework for greater impact.
- We will ensure support staff roles are paid competitive market rates and defined career pathways exist for support staff to aid opportunity, progression and retention.

## **4. Supporting a Predominantly Female Workforce**

- We will advance the work being led by the EDI Steering Group to support women throughout the employee lifecycle.
- We will seek to understand the potential barriers to progression for women.
- Through interest groups, CPD and engagement of Headteachers and CPD Leads, we will encourage female employees to apply for leadership programmes and vacancies, raising confidence and utilising the apprenticeship levy for support.

## **5. Policies, Practices and Feedback**

- We will continue to review EDI, Pay and Family Friendly policies, staying updated on best practices in the sector and beyond, and developments from the Department for Education.
- We will communicate the GPG results and our actions to reduce it more widely.
- We will examine successful flexible working practices across the organisation, with Headteachers sharing impactful practices and ideas.
- We will ensure support staff roles are paid competitive market rates and defined career pathways exist for support staff to aid progression and retention.

## **Equal Pay**

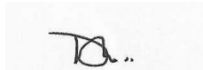
While equal pay differs from gender pay, it is crucial that appointment decisions reflect equal pay all genders, both for identical jobs and those of equal value.

We recognise that these actions alone will not eliminate gender inequality and that their full impact may take time.

We will continue to strive to be a fair employer, ensuring that our salaries are competitive and aligned with sector standards.

I, Jodh Dhesi, CEO, confirm the accuracy of the information in this statement.

Signed:

A small, rectangular box containing a handwritten signature in black ink. The signature appears to be 'JD' followed by a few dots, likely representing Jodh Dhesi.

Dated: 24 March 2025