



## Gender Pay Gap Reporting 2025

### Overview

Gender pay reporting legislation (*The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017* and *The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017*) requires all employers with 250 or more employees to publish statutory calculations each year, showing the difference in the average pay between all men and women in the workforce.

### Results

The results for Great Heights Academy Trust as at the “snapshot” date of 31<sup>st</sup> March 2024 are shown below:

There are significantly more females employed by the Trust than there are males, which is statistically the case in the education sector nationally. Within the Trust, this equates to: **Female 83.3% - Male 16.7%**.

Great Heights Academy Trust uses the School Teachers Pay and Conditions (STPCD) which are released annually by the DfE and the National Joint Council (NJC) pay scales for local government services.

### Quartiles

Part of the reporting process requires the division of employees into four equal quarters to reflect pay. This is reported below in **lower, lower middle, upper middle and upper** quartiles.

There is also further analysis into staffing areas such as **Teaching, Support staff and Catering and Cleaners**:

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
<b>Teachers</b>	31.4% Male 68.6% Female	18.6% Male 81.4% Female	16.9% Male 83.10% Female	36.6% Male 63.4% Female
<b>Support Staff</b>	4% Male 96% Female	10% Male 90% Female	6.3% Male 93.7% Female	18% Male 82% Female
<b>Caterers and Cleaners</b>	8% Male 57.9% Female	26.3% Male 73.7% Female	0% Male 100% Female	0% Male 100% Female

### The gender split for Medium and Mean

The overall results show a 19.68% mean pay gap and 69.77% median pay gap. However, much of this is attributable to the fact that the vast majority of caterers and cleaners are female employees with a low end pay scale. This is reflected in the detailed analysis below.

The support staff results reflect the fact that lower end salary rates are earned by females who are attracted to part time roles, which tend to require a lower level of skill. This has widened the pay gap.

It is of note that, at the “snapshot” date, the majority of the Leadership Team across the Trust was made up of females.

	Mean Pay Gap	Median Pay Gap
<b>Male</b>	£27.03	£25.40
<b>Female</b>	£21.71	£14.13
	19.69% lower for females	44.38% lower for females