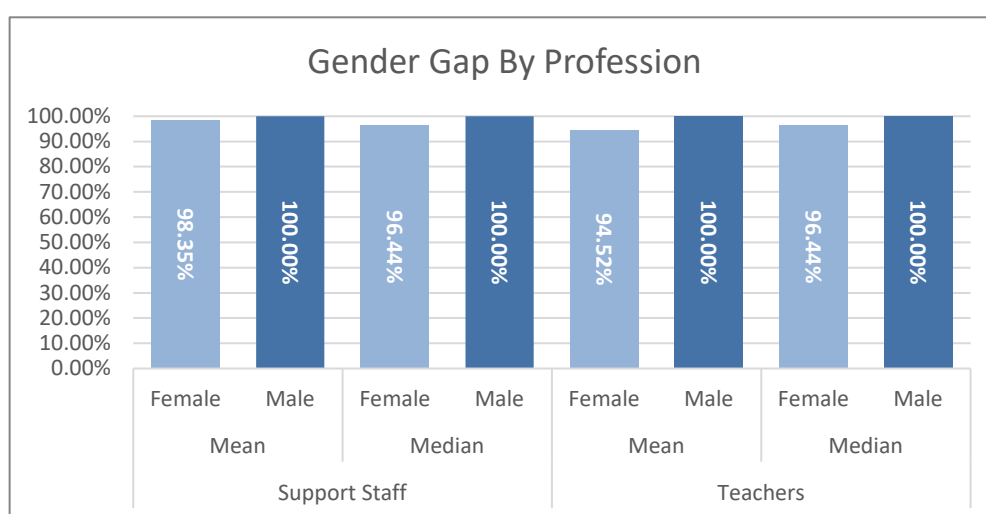
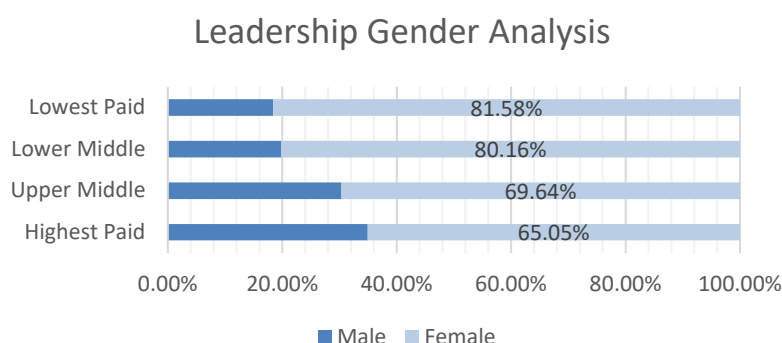


## 2024 GENDER PAY GAP: INTRODUCTION

1. The Ted Wragg Multi-Academy Trust operates as an equal opportunities employer and does not discriminate in any way (as defined by the Equalities Act 2010 and other relevant legislation), regarding recruitment, performance management and employee development opportunities.
2. The Trust does not have any variation in pay between members of staff performing the same roles. However, the greater proportion of men in teaching roles, compared to support staff roles, creates a mean gender pay gap of 19.66% and a mean hourly difference of 43.53% (when comparing the whole workforce).
3. You will see below that when comparing the two different categories of staff employed within our Trust, the gender pay gap compares favourably to the 2023 national average of 14.3%



4. The Trust has reviewed the gender split of staff across roles within our organisation. The following chart shows the gender split when we order hourly rates of pay from highest to lowest and group into four equal quartiles. The results are interesting and reflect, as expected, the high percentage of female staff employed within the Trust, including within leadership roles.



5. Currently 74% of staff in our Trust are female (77% 2019 to 2021, 75% in 2022, 74% in 2023). Pay is set in accordance with national statutory pay arrangements for teachers, and support staff are graded in accordance with the local authority grading scheme. Pleasingly, differentials in pay, within quartiles are minimal (as tabulated below).

## HEADLINE GENDER PAY GAP FIGURES

6. The gender pay gap is defined as the difference between the mean and median hourly rate of pay the male and female colleagues receive. The mean pay gap is the difference between average hourly earnings of men and women. The median pay gap is the difference between the mid points in the ranges of hourly earnings of men and women. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle-most salary. The figures below are based on hourly rates of pay as at 31 March 2024.
7. The Ted Wragg Multi-Academy Trust does not pay bonuses to any staff; therefore, the further three statutory calculations of the mean bonus gender pay gap, the median bonus gender pay gap and the proportion of males and females receiving a bonus payment are not applicable.

## STATUTORY DISCLOSURES

8. The overall gender pay gap on 31 March 2024 was 43.53% on a median basis and 19.66% on a mean basis. The main reason for the pay gap is the significantly higher proportion of females in support roles (1465 females compared to 512 males).

### Difference in mean and median hourly rate of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference male to female	19.66%	43.53%

### Difference in mean and median bonus pay

	Difference in the mean bonus pay	Difference in the median bonus pay
Pay gap. % difference male to female	Not applicable	Not applicable

### Proportion of male and female employees who were paid bonus pay

Not applicable.

### Proportion of male and female employees according to quartile pay bands

	Quartile 1 Lower	Quartile 2 Lower middle	Quartile 3 Upper middle	Quartile 4 Upper
Male (% males to all employees in each quartile)	18.42%	19.84%	30.36%	34.95%
Female (% females to all employees in each quartile)	81.58%	80.16%	69.64%	65.05%
Average pay gap – difference in pay	-0.61%	1.43%	2.55%	6.16%

## HOW WE SUPPORT GENDER EQUALITY IN THE TRUST

9. The Trust continues to challenge the historical imbalance in the education sector, where a disproportionate number of lower paid support staff roles are occupied by female colleagues. We recognise our responsibility for promoting flexible working for all genders and promoting increasing the awareness of our family friendly benefits which support all parents and those with care responsibilities. We are pleased that data demonstrates a continued equality of opportunity in progression for both genders in our organisation.
10. Whilst understanding that these issues face all companies and the education sector in particular, the Trust recognises its responsibilities and will continue to:
- ensure that all senior and middle leaders undertake recruitment training and diversity training, including recognising the benefits of diversity within our workforce and challenging unconscious gender bias.
  - continue to cultivate our family friendly culture, underpinned by our range of supporting guidance, advice and policies including Shared Parental Leave and flexible working.
  - maintain our commitment to professional development to enable all employees to realise their full potential.

### SUPPORTING STATEMENT

I can confirm that the information published here is accurate.

Signature:



Date: 20.11.2024

Status/position: Moira Marder, Chief Executive Officer

### Background papers

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2024>

