



# Gender Pay Gap Reporting 2023-24

## Introduction

This report shows the difference in the average pay between all men and women across our workforce. ONE Academy Trust is an equal pay employer, subject to the requirements of TUPE transfers. The Trust's Gender Pay Gap is a high level, non-adjusted indicator of male and female earnings affected by workforce distribution and workforce make-up. The overall gender pay gap reflects workforce composition rather than pay inequalities.

The Board of Trustees are committed to the promotion of equality of opportunity and choice for employees and support the fair treatment of all staff irrespective of gender through our transparent recruitment processes, pay policy and professional development. All our posts are aligned to nationally agreed pay scales and our male and female staff are paid within the same pay band for the same job role.

The snapshot date for ONE Academy Trust was *31<sup>st</sup> March 2024*. The data required under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 is as follows:

## ONE Academy Trust's gender profile

Within ONE Academy Trust there is a high percentage of female staff (gender profile) which currently stands at 91% of the workforce.

The results of the statutory gender pay calculations are:

2023-24 Return	Hourly Rates			
	Headcount	% of total	Median Average	Mean Average
Female	371	91	£16.45	£23.08
Male	38	9	£32.61	£33.70
Total Employees	409	100		
Percentage Difference			49.56%	31.53%

## Median Gender Pay Gap

The difference in the 2024 median hourly rate of pay that male and female full pay relevant employees receive is 49.56%. This difference means that the median female employee is paid 49.56% less than the median male employee

## Mean Gender Pay Gap

The difference in the 2024 mean hourly pay rate of pay that male and female full pay relevant employees receive is 31.53%. This difference means that female employees are paid 31.53% less as a mean average.

## Bonus

ONE Academy Trust does not operate a bonus scheme.

### The proportion of males and females in each pay quartile

2023-24 return				
Quartile Headcount	1	2	3	4
F	91	90	84	79
M	4	5	12	17
Gender proportions per quartile %				
F (overall 91%)	96%	94%	88%	82%
M (overall 9%)	4%	6%	12%	18%

Key:

**1 = Lower Quartile (Bottom 25%)** – The lowest-paid 25% of employees, often including roles such as teaching assistants, administrative staff, and support staff.

**2 = Lower Middle Quartile (25%-50%)** – This group may include higher-paid support staff, newly qualified teachers (NQTs), and early-career teachers.

**3 = Upper Middle Quartile (50%-75%)** – This band typically consists of experienced teachers, middle leaders, and some senior support staff.

**4 = Upper Quartile (Top 25%)** – The highest earners, including senior leadership teams (SLT), headteachers, executive leaders, and specialist roles.

## Understanding Our Gender Pay Gap

The Trust acknowledges the existence of a gender pay gap; however, we are confident that this is not due to men and women being paid differently for the same or equivalent work. Our analysis indicates that the gap arises from the distribution of roles within our organisation and the salaries associated with those positions.

To provide further context, our workforce is predominantly female—a common trend in the education sector. There are 371 females employed compared to only 38 males which disproportionately affects the overall percentage values per quartile. Of the 371 female employees 49% appear within either the lower or middle lower quartile, fulfilling vital roles such as midday supervisors or part of the premises teams. This is compared to 24% (23.6%) of male employees within these two quartiles. As a result, the majority of staff in both the lower and upper pay quartiles are women. While some contributing factors are largely beyond our control, we remain committed to exploring and implementing measures that may help to reduce the gender pay gap.

## Actions to Address the Gender Pay Gap

The Trust is committed to reducing the gender pay gap and has taken proactive steps based on research-backed recommendations. While progress has been made, we recognise that further work is needed. To date, we have implemented the following measures:

### **Data Analysis and Strategic Actions**

We have invested in improved software systems, including a new Management Information System and Finance Software, to enhance our ability to analyse staffing, pay, and recruitment data. These tools allow us to take a more proactive approach in expanding our recruitment reach and ensuring a fair and transparent hiring process.

### **Recruitment and Career Progression**

We continue to see a significantly higher proportion of female applicants for senior roles. While senior positions are naturally fewer in number compared to entry and mid-level roles, we have strengthened our approach to leadership recruitment by ensuring:

- Wider advertisement of leadership roles both internally and externally.
- The introduction of a '**Career Expression of Interest**' form and an **active skills register** to support career progression.
- A structured, transparent recruitment process for leadership positions, including standardised criteria, skill-based assessments, and standardised interview questions to minimise unconscious bias.
- Transparent grading structures for all positions, ensuring salaries are clearly defined and advertised.

### **Transparency and Pay Equity**

All policies and processes related to pay awards and promotions are fully transparent and accessible to all staff. Teaching staff are remunerated based on an incremental pay scale that reflects their professional contributions, experience, and impact. Support staff pay is determined through a rigorous job evaluation process, regularly reviewed and benchmarked nationally and locally to ensure fairness and alignment with role responsibilities.

### **Accountability and Reporting**

The Board of Trustees, alongside the CEO, formally reviews and signs off on gender pay gap reports and associated actions. We have conducted an annual staff survey for the past two years, actively responding to feedback. Additionally, structured exit interviews help us understand and address any gender-related trends in staff retention.

## Future Actions and Ongoing Commitment

With the enhanced data analysis tools available from 2024, we will be able to take a more evidence-driven approach to addressing the gender pay gap. Moving forward, we will:

- Develop **employee voice forums** to ensure direct staff input in decision-making.
- Continue promoting policies and initiatives that support equal opportunities across our workforce.
- Support career development for all staff, through access to training, mentorship, and structured career conversations with line managers.
- Explore strategies to attract more male applicants to roles at the lower end of the pay scale, aiming for a more balanced gender distribution across all levels of our organisation.

By remaining committed to these actions, we strive to create a workplace that fosters equal opportunities and long-term career growth for all employees.

## Declaration

We confirm that the information and data reported are accurate and in line with the mandatory requirements.

Signature:

A handwritten signature in black ink, appearing to read 'G. Boyd', written over a light blue horizontal line.

Name: Graham Boyd

Position: Chief Executive Officer

Date: 05/03/2025