

# Gender Pay Gap

2023-24

## 1. Introduction

Pele Trust employs more than 250 employees and thus is required to publicly report its gender pay gap.

As required by law, the Trust reports on:

- Average gender pay gap as a mean average
- Average gender pay gap as a median average
- Average bonus gender pay gap as a mean average
- Average bonus gender pay gap as a median average
- Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
- Proportion of males and females when divided into four groups ordered from lowest to highest pay

The gender pay gap shows the difference between the average earnings of men and women in an organisation, expressed as a percentage of men's earnings.

## 2. Pay Gap Calculations

The mean gender pay gap is the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

The median gender pay gap is the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

We have made our calculations using payroll data, and following the approach to reporting set out in government guidance. The information published within this report is accurate.

## 3. Pay Policies

Pele Trust staff are paid in accordance with School Teachers Pay and Conditions for teachers and NJC pay and conditions for support staff. We believe that men and women are paid equally for doing equivalent jobs across the Trust.

## 4. Information relation to bonus payments

Pele Trust does not operate a bonus scheme. No member of staff received a bonus so there is no data to publish in relation to bonus payments.

## 5. Pay Gap Data

As at 31 March 2024 there were 902 staff employed by the Trust. Of those 902, 668 are women and 234 are men. The number of women and men employed by the Trust has increased since 31 March 2023 due to two large high schools joining Pele Trust.

### 5.1 All Employees

Table 5.1.1 below shows the percentage of all employed men and women in each quartile (and the figures for the previous two years(22/23, 21/22) in brackets).

Quartiles	% Female Staff	% Male Staff
Lower Quartile (Q1)	<b>82.66</b> (79.50) (78.08%)	<b>17.34</b> (20.50) (21.92)
Lower Middle Quartile (Q2)	<b>81.57</b> (83.7) (87.79)	<b>18.43</b> (16.25)(12.21)
Upper Middle Quartile (Q3)	<b>67.46</b> (78.84) (80.21)	<b>32.54</b> (21.16) (19.79)
Upper Quartile (Q4)	<b>64.53</b> (65.67) (64.5)	<b>35.47</b> (34.33) (35.5)
<b>Grand Total</b>	<b>74.05</b> (76.94) (77.46)	<b>25.95</b> (23.06) (22.54%)

Table 5.1.2 shows the mean and median pay gap between women and men in Pele Trust.

**Table 5.1.2**

	Female Staff	Male Staff	GAP
Mean Hourly Rate	<b>£21.47</b> (£19.75) (£18.40)	<b>£27.81</b> (£25.72) (£24.31)	<b>22.8%</b> (23.21%) (27.68%)
Median Hourly Rate	<b>£13.02</b> (£12.47) (£11.02)	<b>£25.09</b> (£25.10) (£21.82)	<b>48.1%</b> (50.32%) (65.78%)

The gap between the mean and median hourly rate for female staff compared to male staff has reduced slightly, which does appear to be an annual trend. Pele Trust employed more men in higher paid roles than women (senior teaching and men are predominantly full time), and substantially

fewer men in lower paid roles (teaching assistants, lunchtime supervisors, cleaning & catering, most of which are part time roles).

## 5.2 Employees by Role Type

The charts and tables below show the pay gap data by role type. The format reflects the tables above and shows the percentage of males and females in each job role type and the mean and median pay gap between males and females in each quartile.

### 5.2.1 Leadership

Proportion of M/F by quartile	% Female Staff	% Male Staff
Upper Quartile (Q4)	<b>50%</b> (45.45%) (47.37%)	<b>50%</b> (54.55%) (52.63%)

Pay gap	Female Staff	Male Staff	GAP
Mean Hourly Rate	<b>£58.11</b> (£51.58) (£47.17)	<b>£63.30</b> (£58.14) (£53.23)	<b>18.96%</b> (11.28%) (12.07%)
Median Hourly Rate	<b>£50.77</b> (£49.50) (£43.75)	<b>£58.11</b> (£52.01) (£48.90)	<b>12.63%</b> (10.55%) (11.11%)

The leadership data for the upper quartile shows balanced gender representation with 50% female and 50% male staff, although historical figures indicate slight variations. However, pay disparities remain and the gap has increased:

- Female leaders earn a mean hourly rate of £58.11 compared to £63.30 for male leaders, marking an 18.96% gap.
- The median hourly rate gap is 12.63%, with females at £50.77 and males at £58.11.

### 5.2.2 Teachers

Pay gap	Female Staff	Male Staff	GAP
Mean Hourly Rate	<b>£36.19</b> (£31.53) (£31.61)	<b>£36.49</b> (£32.66) (£33.45)	<b>0.82%</b> (3.46%) (5.66%)
Median Hourly Rate	<b>£36.78</b> (£33.77) (£32.89)	<b>£36.78</b> (£34.53) (£32.89)	<b>0</b> (2.2%) (0.00%)

### 5.2.3 Manual Workers (Caretakers, Catering and Lunch Staff, Cleaners)

Pay gap	Female Staff	Male Staff	GAP
Mean Hourly Rate	<b>£12.30</b> (£10.84) (£9.86)	<b>£13.82</b> (£11.42) (£10.45)	<b>11%</b> (5.08%) (5.81%)
Median Hourly Rate	<b>£11.59</b> (£10.60) (£9.60)	<b>£11.98</b> (£10.98) (£9.99)	<b>3.3%</b> (8.32) (3.98%)

### 5.2.4 Administrative Staff

Pay gap	Female Staff	Male Staff	GAP
Mean Hourly Rate	<b>£14.59</b> (£13.55)	<b>£14.81</b> (£13.95)	<b>1.5%</b> (2.87%)
Median Hourly Rate	<b>£12.38</b> (£11.39)	<b>£12.59</b> (£14.98)	<b>1.6%</b> (23.97%)

### 5.2.5 Teaching Support

Pay gap	Female Staff	Male Staff	GAP
Mean Hourly Rate	<b>£12.74</b> (£11.75) (£10.90)	<b>£13.35</b> (£11.50) (£11.24)	<b>4.57%</b> (-2.17) (3.07% )
Median Hourly Rate	<b>£12.68</b> (£11.39) (£10.39)	<b>£12.91</b> (£11.50) (£10.39)	<b>4.12%</b> (0.95%) (0)

## 6. Summary

### Lower Quartile (Q1):

There is an increase in the percentage of female staff paid in the lowest quartile, compared to 79.50% in 2022/23) and 78.08% in 2021/22, a trend that reflects historical patterns in recruitment or role allocation.

### Lower Middle Quartile (Q2):

Female representation has dropped from 87.79% in previous years to 81.57% and male representation has increased from 12.21% to 18.43% in 2023/34. This shift indicates a move toward a slightly more balanced distribution, but still heavily female-dominated.

### Upper Middle Quartile (Q3):

There is a substantial drop in the percentage of female staff compared with around 80% in previous years suggesting that significantly fewer female employees are represented in this pay bracket, which is indicative of two additional high schools joining Pele Trust where males are generally better represented than in the primary sector. However, this could also be indicative of challenges in career progression or recruitment into roles that fall within this quartile.

### Upper Quartile (Q4):

The figures in Q4 have remained relatively stable over the three years, with only a slight fluctuation. This stability suggests that at the very top of the pay scale, the gender mix has not changed significantly, although it still shows a lower proportion of female employees compared to the lower quartiles.

Overall female representation has slightly decreased from around 77% in previous years, while male representation has increased.

Even with a high overall percentage of female staff, the distribution is skewed: women are concentrated in the lower and lower middle quartiles, whereas the upper middle quartile shows a shift towards greater male representation.

**Mean and Median Pay Gap:** The gap between the mean and median hourly rates for female staff compared to male staff continues to reduce. However, Pele Trust still employs more men in higher-paid roles than women, while substantially fewer men are in lower-paid roles. This suggests that despite some progress, gender disparities in pay distribution persist, especially in leadership positions.

In summary, although there have been some improvements in gender representation and pay gaps in certain areas, there's still work needed to address disparities, particularly in leadership roles and overall pay distribution. Efforts to promote gender equity should continue with a focus on reducing disparities across all levels and roles within the Trust.

## **7. Actions to be taken**

The Trust remains committed to addressing the gender pay gap whilst ensuring that recruitment is fair and best meets the needs of the organisation. Directors and Executive and Senior Leaders will continue to consider the impact of recruitment and appointment processes.

The Trust has a number of colleagues participating in leadership developments and mentorship programmes and consideration will be given to increasing the proportion of females who participate.

The Trust will continue to regularly monitor gender representation and pay gaps within quartiles, particularly leadership roles, to evaluate progress and inform strategic action.

The flexible working policy has been reviewed and provides equal opportunity for men and women. The Shared Parental Leave policy has also been issued to enable more men to participate in their statutory right to parental leave.

This report has been reviewed by the Board of Directors, Pele Trust.

**March 2025**