

PRESTON PRIMARY ACADEMY TRUST GENDER PAY GAP REPORT

The gender pay gap report is a tool used by organisations to help assess the levels of equality in their workplace. The gender pay gap is different from equal pay, which ensures that all men and women who carry out the same job, similar jobs, or work of equal value are paid the same.

The gender pay gap shows the difference between the average earnings (mean and median) of men and women, expressed as a percentage.

The data below is based on a snapshot date of 31st March 2023.

Mean Gender Pay

	2021	2022	2023
Mean gender pay gap	22.8	37.18	30.72

Median Gender Pay

	2021	2022	2023
Median gender pay gap	49.78	50.86	29.34

Bonuses

The Trust has not paid any bonuses during the reporting period.

Hourly Pay Quarter

	Lower Hourly Pay Quarter	Lower Middle Hourly Pay Quarter	Upper Middle Hourly Pay Quarter	Upper Hourly Pay Quarter
Female	96%	95%	90%	85%
Male	4%	5%	10%	15%

Preston Primary Academy Trust. Registered address: The Toose, Yeovil, Somerset, BA21 3SN.
A charitable company limited by guarantee registered in England Wales (Company number: 8727883)

Supporting Statement

Preston Primary Academy Trust comprises of 9 Primary Schools.

Preston Primary Academy Trust has a policy of equal opportunities and promotes fair and equitable recruitment and treatment of staff based on merit.

Pay scales for teaching staff are aligned to the School Teachers Pay and Conditions document which provides the framework for teachers pay in England and Wales. Support staff pay scales are aligned to the national pay scales agreed with the National Joint Council for Local Government Services. This ensures that the level of pay for each employee is denoted by the job role they are employed to perform.

The Gender Pay Gap Report provides an overview of the total staffing levels within the Trust.

Despite male staff representing 8.68 % of the total Trust staff, 74% of these are within the Upper and Upper Middle quartiles.

Whilst 91.32% of the Trust staff are female, a high percentage of applications, and therefore appointments, for the early grade positions (including catering assistants, cleaners and teaching assistants) are from female applicants. Consequently, the gap between the 'average' female hourly pay rate and the 'average' male hourly pay rate is significantly affected.

The change in the mean and median pay gaps are as a result of an increase of male staff in the upper pay quadrants.

The overall pay gap reflects the composition of the workforce rather than a gender pay inequality.

I confirm that the information published here is accurate.

Signature:

B. Green

Date: 1/2/24.

Position: Chief Executive Officer