

GENDER PAY GAP REPORTING MARCH 2025

OUR SMM WORKFORCE IS MADE UP OF:

166 FEMALES AND 72 MALES
FEMALES = 69.7% of the workforce
MALES = 30.3 % of the workforce

PROPORTION OF WOMEN AND MEN IN EACH PAY QUARTER

PERCENTAGE OF TOTAL EMPLOYEES	FEMALE (% females to all employees in the quarter)	MALE (% males to all employees in the quarter)
UPPER QUARTER	65%	35%
UPPER MIDDLE QUARTER	68.3%	31.7%
LOWER MIDDLE QUARTER	66.1%	33.9%
LOWER QUARTER	79.7%	20.3%

MEAN and MEDIAN GENDER PAY GAP IN HOURLY PAY

	FEMALE	MALE
MEAN PAY	£36.96	£40.85
MEDIAN PAY	£23.05	£41.25

	DIFFERENCE IN THE MEAN HOURLY PAY	DIFFERENCE IN THE MEDIAN HOURLY PAY
PAY GAP % DIFFERENCE MALE TO FEMALE	9.53%	44.12%

PROPORTION OF WOMEN AND MEN WHO GET BONUS PAYMENTS = 0

I can confirm that the information published here is accurate.

C HARRISON, Federation Executive Co-Headteacher

Date: 24th February 2026

SUPPORTING NARRATIVE STATEMENT:

There is a mean pay gap of £3.90 with males on average earning £3.90 per hour more than female staff. The median pay gap is £18.20 with male pay above female pay.

As a Federation we are aware that approximately 70% of our employees are female. We have carried out further analysis (see attached table) of staffing groups and split them into broad roles present in an education setting:

Senior Leadership
Qualified Teachers
Education Support Staff
Other Support Staff

Despite there being more female senior leaders, this does not represent the proportion of female: male staff across the entire workforce. There is a higher proportion (40%) of male senior leaders compared to the percentage of males across the total workforce (30.3%). As senior leaders are the highest earners of the workforce this may help explain why there is a gender gap, which is further exacerbated by a high proportion of education support staff who are female. There is a considerable percentage of workers who are paid as education support staff who are in the lower pay quartile and female (80%).

SMM TOTAL WORKFORCE = 296			
FEMALE		MALE	
69.7%		30.3%	
LEADERSHIP = 17			
15	60% of SLT	10	40% of SLT
£86.60 average hourly rate		£79.33 average hourly wage	
QUALIFIED TEACHERS			
67	70% of teachers	29	30% of teachers
£52.71 average hourly rate		£53.50 average hourly rate	
25 of these are middle leaders		14 of these are middle leaders	
64% of middle leaders are female		36% of middle leaders are male	
EDUCATION SUPPORT STAFF			
72	80% of education support	20	18% of education support
£18.04 average hourly wage		£17.05 average hourly wage	
OTHER SUPPORT STAFF (inc. invigilators)			
16	59% of other support staff	11	41% of other support staff
£18.44 average hourly wage		£21.15 average hourly wage	

KEY ACTIONS WE TAKE TO REDUCE THE GENDER PAY GAP:

- We regularly evaluate our job descriptions and pay grades to ensure fair pay commensurate with the responsibilities of the role.
- All roles are advertised and recruited with no gender bias.