Gender Pay Gap Report 2025

Schoolsworks Academy Trust are, as an employer of 250 or more employees, required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Schoolsworks as an organisation is confident that the gender pay gap reported is not an equal pay issue, our pay policy, which we follow, ensures decisions are gender neutral and that decisions about staff pay are open, transparent and fair. We use pay scales based on the nationally agreed School Teachers Pay and Conditions Document and for non-teaching staff the National Joint Council for Local Services.

The regulations require that we publish the following information on our own website and on the designated government website:

- mean gender pay gap
- median gender pay gap
- mean bonus gender pay gap
- median bonus gender pay gap
- proportion of males receiving a bonus
- proportion of females receiving a bonus
- proportion of males and females in each quartile pay band
- written statement, authorised by an appropriate senior person, which confirms the accuracy of the calculations

The mean average hourly pay is calculated by adding up the individual employees hourly pay rate and then dividing the result by how many employees were in the list.

The median average is calculated by listing all the hourly pay rates in numerical order, the median is the middle number.

The mean and median gender pay gap is the difference between the relevant average hourly pay rate for men and women expressed as a percentage of the men's average hourly pay rate.

The quartile calculation is to show the proportion of male and female employees in four quartile pay bands, which is done by dividing the workforce into four equal parts.

Publication of the results must be within one calendar year of the 31st March, this is our eighth report based on the March 2025 payroll. The calculation of the hourly pay rates used in the report has been done using our existing HR and payroll records.

Gender pay gap reporting differs from equal pay; gender pay gap reporting shows the difference in the average pay between men and women, whereas equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.

Based on the March 2025 data, there were 544 relevant employees, 14% male and 86% female staff. With Summerlea Community Primary School, joining the Trust in December 2024 the number of staff has increased from the previous year, but the percentages of male and female staff remained unchanged.

In the lower and lower middle quartiles there is a significantly higher proportion of women than men, with a higher proportion of women employed in non-teaching support roles which dominate these pay ranges. Ninety-one percent of non-teaching staff are female, whilst 79% of qualified teaching staff are female. Qualified teaching staff make up 42% percent of our staff. The higher proportion of qualified teaching staff who are men (64%) as compared to the proportion of men in the total workforce, results in the median gender pay gap variance being as it is.

In the upper and upper middle quartiles, there is a high proportion of female staff, showing that female staff are well represented in senior teaching, leadership and management roles. Female staff account for 75% of upper quartile staff and 81% of upper middle quartile staff.

Schoolsworks operational management have reviewed our recruitment procedures, which follow best practice methodology in the education sector including ensuring staff involved in the selection process, have received 'Safer Recruiting' training which requires the selection process to be planned and structured. Existing job descriptions and person specifications have been reviewed and revised to ensure that the criteria are both clear and there are no unintended barriers being created that discourage applicants. Where appropriate candidates are required to complete a job related exercise, the resulting assessment of the task is afforded sufficient priority in the selection decision.

Schoolsworks follows its flexible working policy and will, whenever possible accommodate requests from staff to work flexibly, any decision to reject a request to work flexibly is discussed with the Trust's Chief Executive Officer and HR Manager before the final decision is taken. As a trust, we are committed to evolving our culture of on-going targeted professional development to both enable staff to realise their full potential whilst ensuring as a trust we address the issue of succession planning.

Schoolsworks Academy Trust will continue to monitor the Gender Pay Gap profile on an annual basis, with a view to identify any actions that may be required to address any differential that may exist at the time.

Gender Pay Gap Reporting – 31st March 2025

Hourly Rate

Women's hourly rate is:

29.5% **Lower**	**60.2%** **Lower**
(Mean)	(Median)

Bonus payments

There are no bonus payments.

Pay quartiles

How many men and women are in each quarter of the employer's payroll:

Upper Quartile	MEN	25.0%
	WOMEN	75.0%
Upper Middle Quartile	MEN	19.1%
	WOMEN	80.9%
Lower Middle Quartile	MEN	3.7%
	WOMEN	96.3%
Lower Quartile	MEN	7.4%
	WOMEN	92.6%

Cathy Williams
Chief Executive Officer
Schoolsworks Academy Trust
27th February 2026