**The Park Academies Trust Gender Pay Gap – 2023**

**Mean Pay Gap Figures**

The mean figure is the difference between the average hourly rate of pay that male and female full pay relevant employees receive: The mean gender pay gap as a % of men’s pay is 32.55%. This shows that the average female employee would earn 67p for every £1 earned by a male employee.

**Median Pay Gap Figures**

The median figure is the difference between the midpoint hourly rates of male and female full pay relevant employees The median gender pay gap as a % of men’s pay is 57.28%. This indicates that for every £1 a male employee earns the average female employee would earn 43p.

**Bonus Pay Gap Information**

The average bonus pay gender pay gap was 0% indicating there was no bonus pay gender gap.

**Quartile Bands Gender Information**

This calculation shows the proportions of male and female full pay relevant employees in four quartile pay bands.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Male Employees | Female Employees | Total | Male % | Female % |
| Upper Quartile | 36 | 74 | 110 | 32.73% | 67.27% |
| Upper Middle Quartile | 24 | 86 | 110 | 21.82% | 78.18% |
| Lower Middle Quartile | 13 | 99 | 112 | 11.61% | 88.39% |
| Lower Quartile | 13 | 150 | 163 | 7.98% | 92.02% |
| Total | 86 | 409 | 495 | 17.37% | 82.63% |

There is a higher proportion of females in every quartile due to there being more female staff overall.

There has been minimal change from the percentage of male or females in each quartile.

**Further analysis Mean and Median Pay Gap**

Support Staff 278 full pay relevant support staff were included in these calculations, of which 91.37% are female and 8.63% are male. Of the support staff 76.26% of females and 4.32% of males are part time. The support staff mean pay gap as a % of men’s pay is 9.2%. This indicates that the average female employee would earn 91p for every £1 earned by a male employee. The support staff median pay gap as a % of men’s pay is 1.81% signifying that the average female employee would earn 98p for every £1 earned by a male employee

Teaching Staff 216 full pay relevant teaching staff were included in these calculations, of which 70% are female and 30% are male. Of the teaching staff 28.2% of females and 3.7% of males are part time. The teaching staff mean pay gap as a % of men’s pay is 8%. This shows that the average female employee would earn 92p for every £1 earned by a male employee. The teacher’s median pay as a % of men’s pay is 3.57% which shows that the average female employee would earn 97p for every £1 earned by a male employee.

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