

# Gender Pay Gap Reporting

## Gender Pay Gap Reporting

**Reporting Date: 31<sup>st</sup> March 2025**

### Statement

At Park Academies Trust we recognise that how we structure, reward and develop our workforce directly impacts both organisational performance and equity. Our gender pay gap is not simply a compliance measure, it is an important indicator of how opportunity and progression are experienced across the Trust.

We are committed to understanding the drivers behind our data and taking proportionate, evidence-based action where improvement is needed.









### Our Results

- Mean gender pay gap: 20.92%
- Median gender pay gap: 44.7%
- Mean bonus gap: 0% \* No bonus payments awarded in the reporting period
- Median bonus gap: 0 %

### Pay Distribution

	<b>Male Employees</b>	<b>Female Employees</b>	<b>Total</b>	<b>Male %</b>	<b>Female %</b>
<b>Upper Quartile</b>	53	119	172	30.81%	69.19%
<b>Upper Middle Quartile</b>	47	124	171	27.49%	72.51%
<b>Lower Middle Quartile</b>	25	137	162	15.43%	84.57%
<b>Lower Quartile</b>	13	100	113	11.50%	88.50%
<b>Total</b>	<b>138</b>	<b>480</b>	<b>618</b>	<b>22.33%</b>	<b>77.67%</b>

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<b>Mean Average Gender Pay Gap</b>	<b>20.92%</b>	
<b>Median Gender Pay Gap</b>	<b>44.70</b>	
<b>Average Bonus Pay Gender Gap</b>	<b>0</b>	
<b>Median Bonus Pay Gender Gap</b>	<b>0</b>	
<b>Support Staff Mean Average Gender Pay Gap</b>	<b>11.34%</b>	
<b>Support Staff Median Gender Pay Gap %</b>	<b>7.15%</b>	
<b>Teaching Staff Mean Gender Pay Gap</b>	<b>4.64%</b>	
<b>Teaching Staff Median Gender Pay Gap %</b>	<b>0.00%</b>	

### What the Data Tells Us

It is important to recognise that the Trust has made positive progress year on year, with reductions seen across all key gender pay gap measures. This indicates that the actions already in place are beginning to have an impact and that the overall direction of travel is encouraging.

The only area showing an increase this year is the median pay gap within support staff, which has risen by 4%. This is likely reflective of structural factors within the workforce, including role composition and movement within pay bands, rather than a change in pay practice.

The overall trend is positive, with sustained reductions across most measures. The remaining variance highlights where targeted action is required, rather than indicating a reversal of progress

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### Our Focus Areas

Rather than broad commitments, our approach is targeted and measurable we aim to focus on the following areas:

#### Progression Pipeline

The data indicates that while the workforce is predominantly female, this is not proportionately reflected in higher-paid roles. Addressing this requires a more structured and transparent approach to progression.

We will:

- Continue to map current workforce data to identify where progression gaps exist between roles and pay bands
- Introduce more structured career pathways, particularly from support roles into teaching, specialist and leadership positions
- Strengthen succession planning by identifying high-potential staff early and supporting their development

The aim is not simply to increase representation, but to ensure fair access to progression at every level.

#### Structure of support roles

The data shows a high concentration of female employees in support roles, which typically sit within the lower pay quartiles. This reflects the wider education sector, where these roles are both essential and predominantly female but often have more limited pay progression.

As a result, the overall gender pay gap is influenced by the structure of the workforce rather than differences in pay for similar roles.

We will continue to review how support roles are structured, ensuring they are appropriately graded, and strengthen progression opportunities so staff have clearer pathways to develop and move into higher-paid roles where appropriate.

#### Governance and Accountability

The Board of Trustees and senior leadership team retain oversight of workforce strategy, including pay and progression. Gender pay gap data is considered alongside wider workforce metrics to ensure decisions are informed, balanced, and aligned to the Trust's long-term objectives.

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### **Looking Ahead**

We will continue to review our progress annually and refine our approach based on evidence.

### **Declaration**

We confirm that the information reported is accurate and prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.