

Gender Pay Gap Report (March 2024) – Shires Multi Academy Trust

Introduction

In line with legal requirements, we are publishing our Gender Pay Gap report, based on snapshot data from 31st March 2024. This data reflects the difference in the average hourly pay between male and female employees across our workforce. In this report, we outline the factors influencing our gender pay gap and the steps we are taking to reduce it. The report also explores the factors contributing to our gender pay gap and the steps we are taking to address it.

Our Gender Pay Gap Data

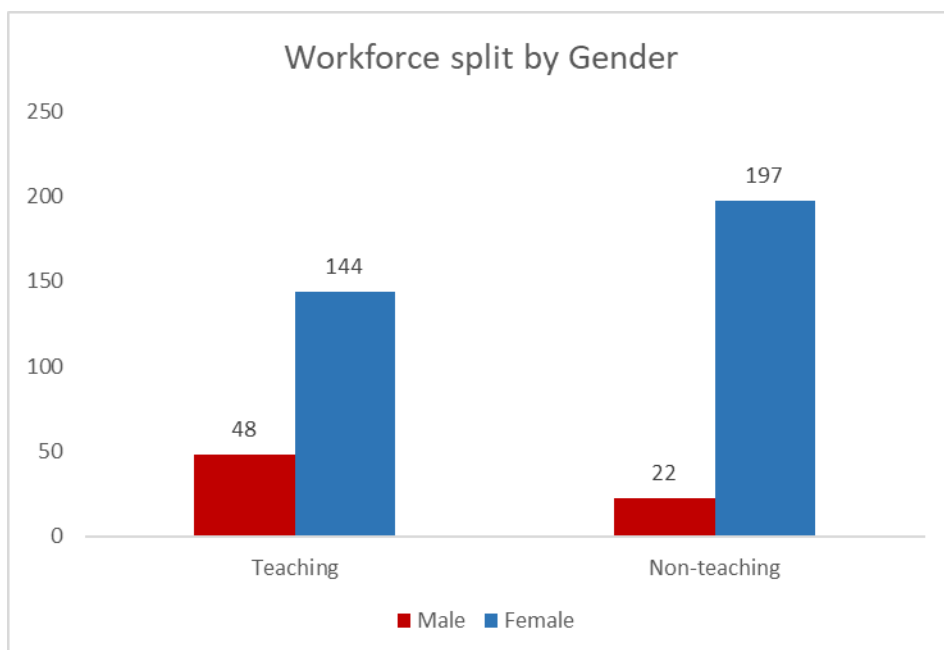
The following figures represent the difference in hourly pay between male and female employees within our Trust:

Metric	2023-24
Mean Male Hourly Rate	£25.87
Mean Female Hourly Rate	£19.49
Mean Gender Pay Gap	24.68%
Median Male Hourly Rate	£25.74
Median Female Hourly Rate	£15.43
Median Gender Pay Gap	40.05%
Number of Employees within the organisation	411

Our Trust does not pay bonuses, so bonus pay gap figures are not applicable.

Workforce Split by Gender

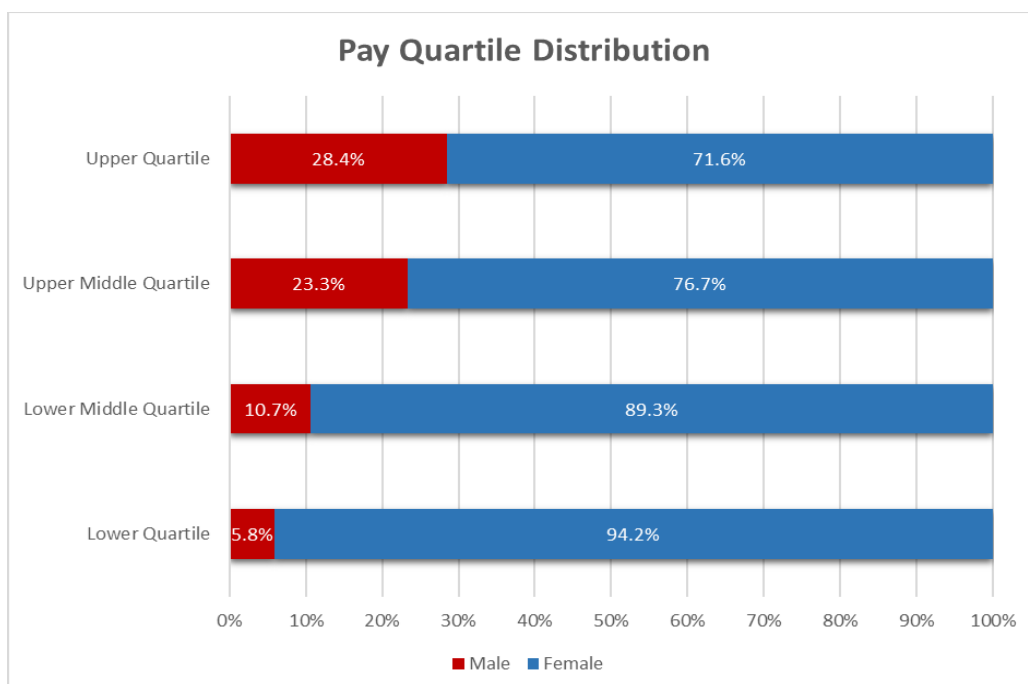
To understand our gender pay gap, we need to consider the composition of our workforce. Non-teaching roles consist of 197 female staff (58% of total female staff) and 22 male staff (31% of total male staff).



Pay Quartile Distribution

The proportion of male and female employees in each quartile of our pay structure is as follows:

Quartile	Male	Female
Lower Quartile	5.83%	94.17%
Lower Middle Quartile	10.68%	89.32%
Upper Middle Quartile	23.30%	76.70%
Upper Quartile	28.43%	71.57%



Understanding Our Gender Pay Gap

Our gender pay gap is largely influenced by the composition of our workforce. The factors affecting our gender pay gap include:

- A higher proportion of women in part-time and support roles, which are generally lower paid.
- A greater representation of men in senior leadership positions, which impacts the overall average pay.
- The nationally agreed pay scales for teachers, which ensure fairness but do not eliminate gender imbalances in leadership roles.

Addressing our Gender Pay Gap

To continue improving gender equality in our Trust, we are taking the following steps:

- Encouraging career progression for women into senior roles by offering leadership development programs.
- Recruitment practices ensure diverse candidate pools for leadership roles.
- Following recruitment of an HR manager during 2025/26 it is the Trust's intention to trial blind selection processes.
- Supporting flexible working arrangements for all staff to enable career progression alongside work-life balance.
- Monitoring and evaluating our pay structures to ensure fairness and transparency.

We remain committed to ensuring fairness and reducing our gender pay gap over time. While pay structures in education follow national scales, we will continue working towards greater gender balance across all pay quartiles.

Statement of Accuracy

We confirm that the data reported is accurate and in accordance with the Equality Act 2010 (Gender Pay Gap Information Regulations 2024).

Next snap-shot date: 31st March 2025

Next publish date: 31st March 2026