

Gender Pay Gap Report (March 2025) – 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 2025. 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	2024-25
Mean Male Hourly Rate	£26.79
Mean Female Hourly Rate	£21.14
Mean Gender Pay Gap	21.09%
Median Male Hourly Rate	£27.23
Median Female Hourly Rate	£18.24
Median Gender Pay Gap	33.01%

Number of Employees within the organisation	401
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Our Trust does not pay bonuses, so bonus pay gap figures are not applicable.

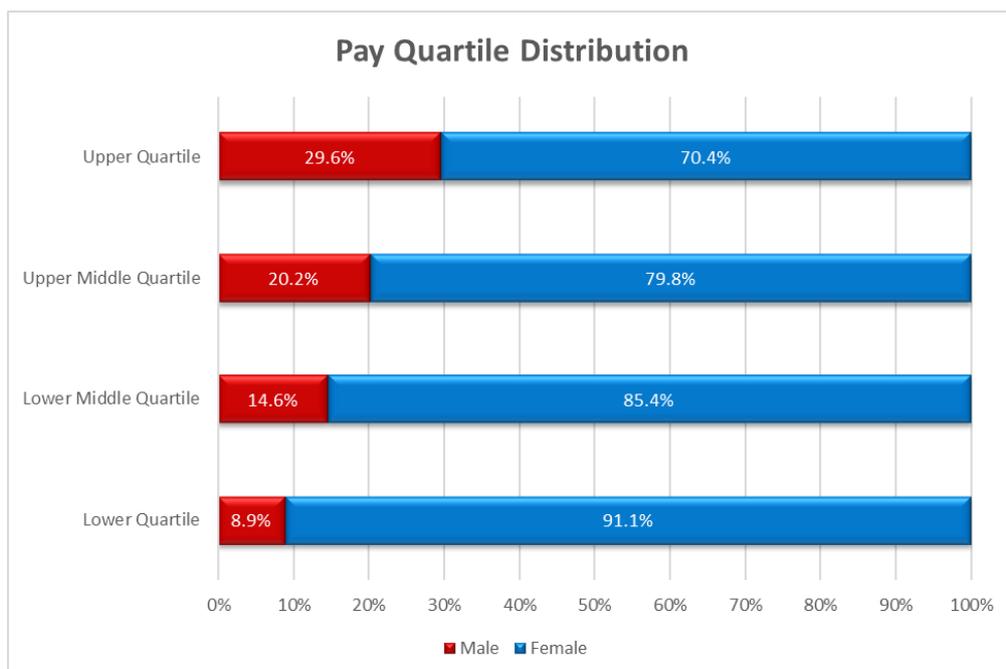
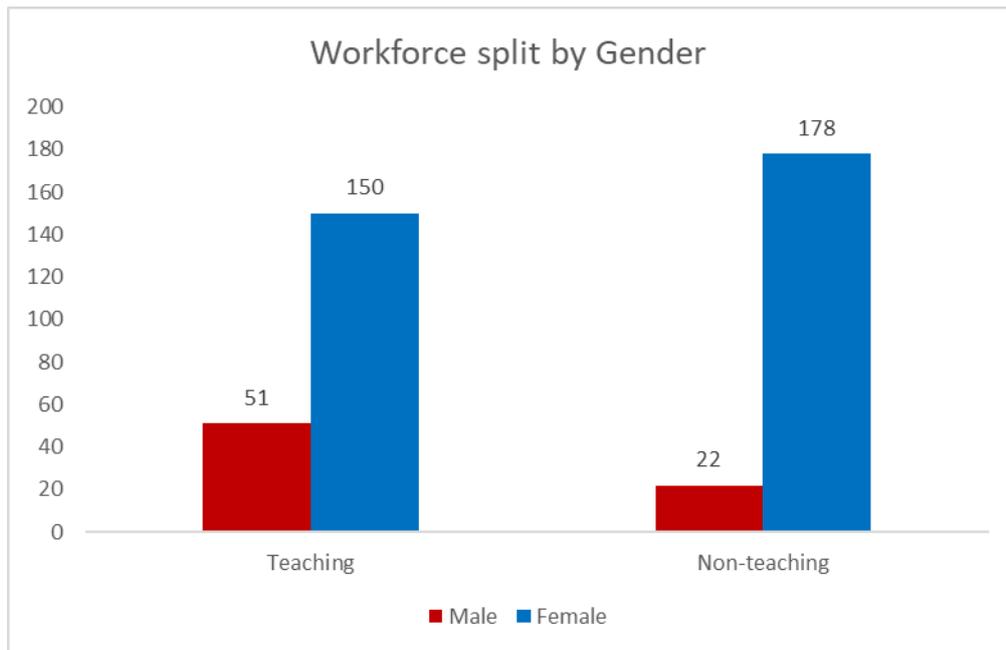
Workforce Split by Gender

To understand our gender pay gap, we need to consider the composition of our workforce. Non-teaching roles consist of 178 female staff (54% of total female staff) and 22 male staff (30% 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	8.91%	91.09%
Lower Middle Quartile	14.56%	85.44%
Upper Middle Quartile	20.20%	79.80%
Upper Quartile	29.59%	70.41%



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 through leadership development programs.
- Ensuring recruitment processes for leadership roles are fair, transparent and support a diverse field of candidates.
- 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 recognise that the gender pay gap is influenced by the structure and composition of the workforce. We remain committed to ensuring fairness in pay and to improving gender balance across our workforce. While pay structures in education follow national scales, we will continue to monitor our data and take proportionate steps to support greater representation 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 2026

Next publish date: 31st March 2027