

Staploe Education Trust

Excellence through partnership



Gender Pay Gap Report 2023

Introduction

Staploe Education Trust, as an employer of 250 or more staff, is required to publish statutory calculations each year on their gender pay gap.

The gender pay gap is the difference between the average pay of men and women in our Trust.

Gender pay gap data is based on employer payroll data from a specific date each year. For Staploe Education Trust that date is 31 March each year.

Employers much publish the gap in pay between men and women on both a median and mean basis.

***Median** is the middle point of a range of numbers arranged in order. If there is an even number in the range, the median is the mean (average) of the two middle numbers.*

***Mean** is the average hourly rate of pay, calculated by adding the hourly pay rate for employees then dividing by the number of employees.*

In addition, the Trust is required to report of the percentage of men and women in each hourly pay quarter. To do this the percentage of men and women are placed in equally sized groups, ranked from highest to lowest hourly pay.

Pay Gap Data

Reporting Period: 31 March 2023

Proportion of male and female employees according to quarter pay bands

	Quarter 1 (lower)	Quarter 2 (lower middle)	Quarter 3 (upper middle)	Quarter 4 (upper)
Female (% females to all employees in each quarter)	86.17	88.94	80	67.5
Male (% males to all employees in each quarter)	13.83	11.06	20	32.5

Proportion in mean and median hourly rates of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference male to female	22.60	42.1

There were no bonus payments paid during the reporting period.

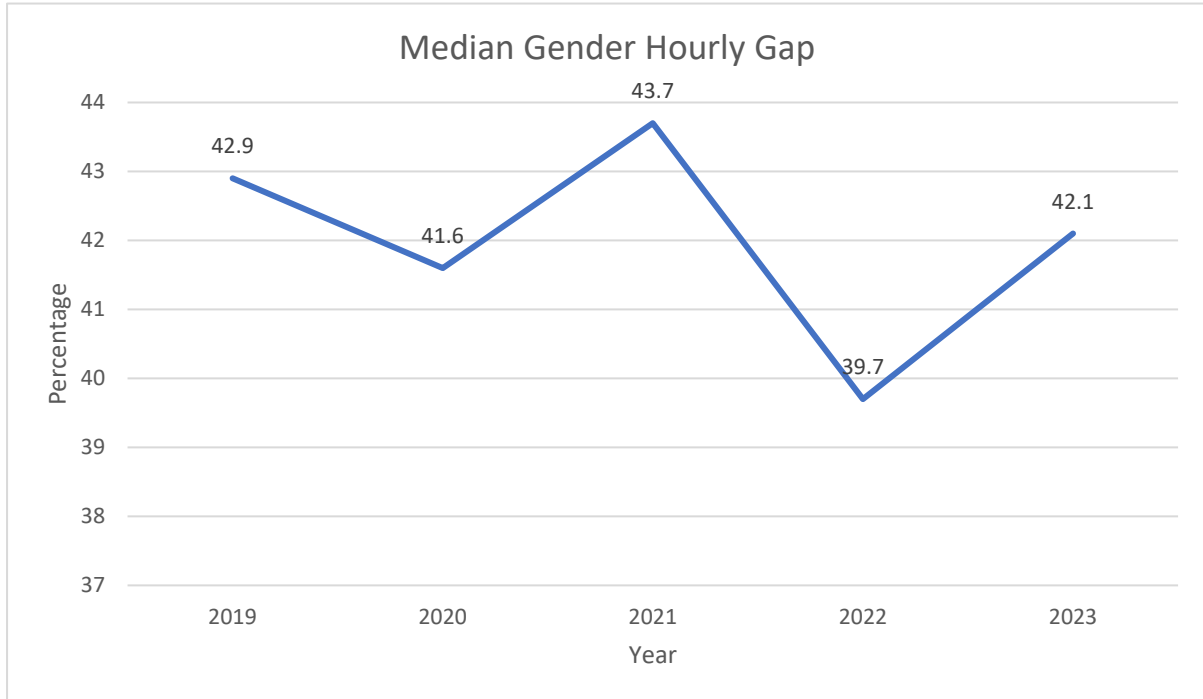
Comparison with previous years

Proportion of male and female employees according to quarter pay bands

%	Proportion of gender in each quartile band							
	2019		2020		2021		2022	
Quartile	F	M	F	M	F	M	F	M
Lower	87	13	87	13	84	16	81	19
Lower Middle	96	4	94	6	96	4	92	8
Upper Middle	82	18	84	16	81	19	83	17
Upper	66	34	69	31	66	34	71	29

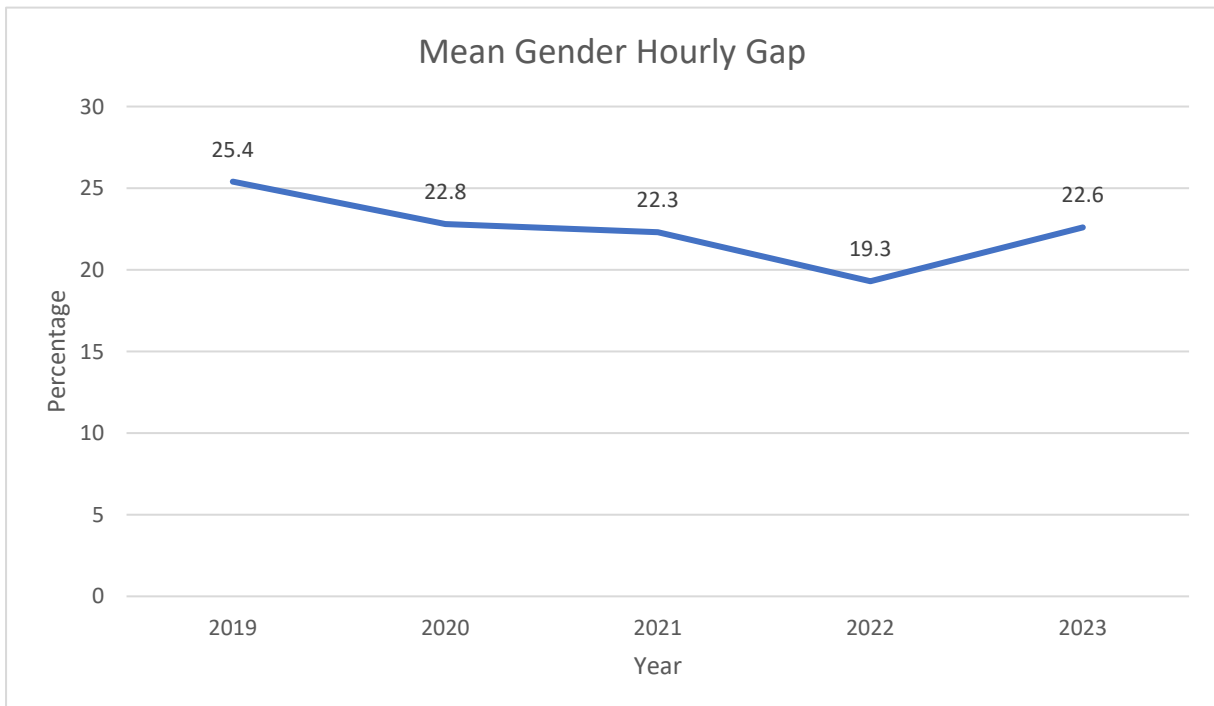
Median Gender Hourly Gap (%)

2019	2020	2021	2022
42.9	41.6	43.7	39.7



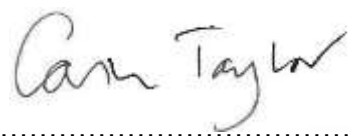
Mean Gender Hourly Gap (%)

2019	2020	2021	2022
25.4	22.8	22.3	19.3



Supporting Statement

I confirm that the information published here is accurate.



Signature:

Date: 26 March 2024

Position: Executive Headteacher