

Gender Pay Gap report for Penk Valley Academy Trust March 2025

Penk Valley Academy Trust is a public sector employer with 411 relevant employees. We are required to publish our gender pay gap report Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 for workers in scope on the snapshot date of 31st March 2025.

The following information has been calculated in accordance with the Regulations and is legally compliant. As in previous years, we continue to count each role/employment contract as a relevant employee for gender pay gap purposes, as a single individual may hold multiple roles/employment contracts within the Trust. On the snapshot date, we had 358 actual employees with 43 of those employees holding 96 relevant employee contracts across the Trust between them. Full pay employees and casual workers in post are included in these figures.

The gender pay gap has many contributing factors which will differ from organisation to organisation, across sectors and across geographical locations. These factors may or may not be unlawful or discriminatory, guided by society or cultural aspects, or as a result of internal organisational practices.

It is crucial to our understanding of gender pay disparity to recognise that the gender pay gap is different to equal pay. Equal pay is where there is a discriminatory pay difference between men and women who carry out the same job, jobs rated as equivalent or work of equal value. The existence of a gender pay gap does not automatically give rise to any discrimination or equal pay matters

Average difference in mean hourly rate of pay	+32.77%
Average difference in the median hourly rate of pay	+50.51%
Average difference in mean bonus pay	0%
Average difference in median bonus pay	0%

What is the mean gender pay gap?

The mean gender pay gap is the difference between the average male full pay relevant employee and female full pay relevant employee hourly pay rates.

What is the median gender pay gap?

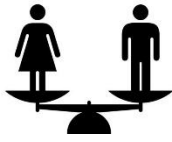
The median gender pay gap is the difference between the midpoints in the ranges of male full pay relevant employee and female full pay relevant employee hourly rates of pay.

A positive percentage figure indicates that female employees have a lower average hourly rate of pay and a negative percentage figure indicates that male employees have a lower average rate of pay.

Penk Valley Academy Trust's female employees have a lower average hourly rate of pay than the male employees average hourly rate. Please see below for explanation and actions.

	Male	Female
Percentage of employees who received bonus pay	0%	0%

Penk Valley Academy Trust does not pay bonuses.



Number of full pay, relevant employees within the organisation	393
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Penk Valley Academy Trust had 18 relevant employees who were not full pay relevant employees in the relevant pay period. We had 2 on maternity leave, 1 on long term sick leave and 15 staff with unpaid leave.

The number and percentage of full pay relevant employees by pay quartile	<i>Number of Male</i>	<i>Number of Female</i>	<i>% Male</i>	<i>% Female</i>
Upper Quartile	34	64	34.7%	65.3%
Upper Middle Quartile	18	80	18.4%	81.6%
Lower Middle Quartile	10	88	10.2%	89.8%
Lower Quartile	12	87	12.1%	87.9%
Overall number of full pay relevant employees	74	319	18.8%	81.2%

The number by pay quartile shown as a percentage of the total full pay relevant employees	<i>Number of Male</i>	<i>Number of Female</i>	<i>% of total Male</i>	<i>% of total Female</i>
Upper Quartile	34	64	8.7%	16.3%
Upper Middle Quartile	18	80	4.6%	20.4%
Lower Middle Quartile	10	88	2.5%	22.4%
Lower Quartile	12	87	3.1%	22.1%
Overall number of full pay relevant employees	74	319	18.8%	81.2%

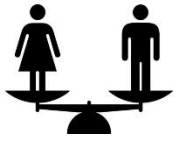
Closing the gender pay gap

Penk Valley Academy Trust continues to employ significantly more female full pay relevant employees than male and, overall, this report reads very similarly to previous years. The proportion of female staff employed in every quartile continues to be higher than male staff.

Our Gender Pay Gap figures do not represent a position of Penk Valley Academy Trust paying men more than women for doing the same job. All posts within our Trust sit within either the Teacher Pay scales set out in the School Teachers' Pay and Conditions Document (STPCD) and its accompanying guidance or the National Joint Council (NJC) for Local Government services as applied by Staffordshire County Council.

Salaries are paid according to grade and annual pay awards and are paid irrespective of gender or any other protected characteristic. We are committed to the principle of Equal Pay for all employees.

Our Gender Pay Gap figures do reflect a situation that occurs throughout educational organisations; 87.9% of the 99 full time relevant employees in the lower quartile are female. The lower paid support staff posts are generally part time to fit in with the length of the school day and, in many cases, work to a Term Time only pattern. We consistently find that part time, term time only roles appear to be attractive predominantly to females and applications for posts of this nature attract significantly more female applicants than male. We endeavour to close the gender pay gap by:



- In compliance with the Public Sector Equality Duty (PSED), we show 'due regard' to equality considerations whenever significant decisions are being made or policies are written/amended.
- We advertise our vacancies online via job vacancy websites as well as our own Trust and School websites. All our vacancies are open to both male and female applicants.
- We will continue to recruit without bias or discrimination and will employ the most suitably qualified candidate; remuneration will be paid equally and fairly.