

Gender Pay Gap Report 2024–25

Introduction

Ponfrac Academies Trust is dedicated to transparency fairness, and equal treatment of all employees. This report reflects a data snapshot taken on 31 March 2024, covering all academies and the central team. It outlines the gender pay gap, its underlying causes, and our plans to address it.

The gender pay gap differs from equal pay. While equal pay focuses on ensuring men and women are paid the same for the same work, the gender pay gap measures the difference in average earnings between men and women across all roles.

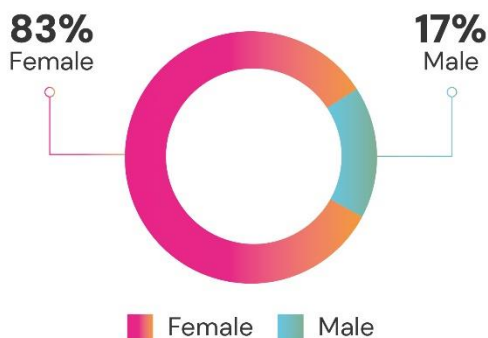
We are required to report the following annually:

- **Quartile pay bands:** The distribution of male and female employee's hourly rates across four pay quartiles. This figure is calculated by dividing employees into four groups based on hourly pay levels.
- **Median gender pay gap:** The difference in median hourly pay between male and female full-pay employees. This is the middle value when hourly pay rates are listed in numerical order.
- **Mean gender pay gap:** The difference in mean hourly pay between male and female full-pay employees. This is the average hourly rate of pay, calculated by dividing total pay by the number of employees.

The median pay gap is often seen as the more reliable figure because it represents the typical pay rate and is not distorted by outliers (extremely high or low salaries). This makes it a better reflection of how the majority of employees are paid.

Our Data

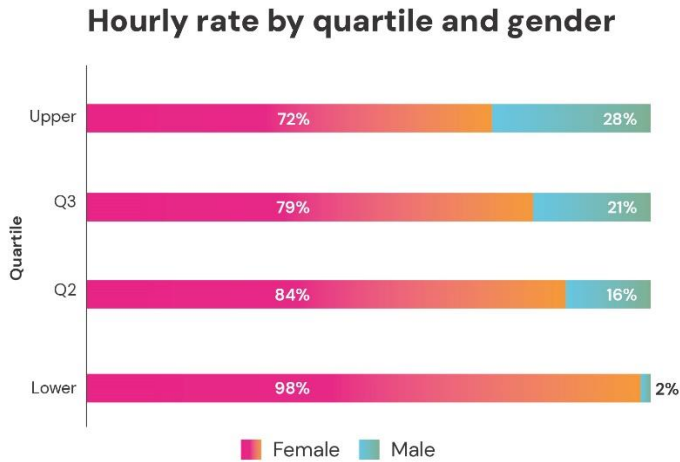
Percentage of male/female in the Trust



As of 31 March 2024, the Trust employed 564 people – a breakdown of 469 women and 95 men. As shown in **Figure 1**, 83% of our workforce are female, which reflects the higher representation of women in education, especially in support roles.

Gender Distribution – Quartile Pay Bands

Figure 2 illustrates the gender distribution across the four pay quartiles. Women are significantly overrepresented in the lower and second quartiles, which is consistent with their overall higher representation in the workforce. However, the data highlights a trend where women are more likely to be in lower-paid roles, while men are more represented in the higher pay bands.



This distribution suggests that while women make up the majority of the workforce, they are predominantly in lower-paying roles, with a smaller proportion in higher-paid positions. The over representation of women in the lower quartile and quartile two could raise concerns regarding career progression and access to leadership roles, both of which contribute significantly to the overall gender pay gap. However, nationally we know more women work in part-time roles such as cleaners, catering assistants and teaching assistants, these roles offer greater flexibility, however, tend to have ‘natural’ caps to promotion opportunities. In education, these roles are plentiful and more prevalent than in other sectors.

Summary of Gender Pay Gap (Hourly Pay)

Figures 3 and 4 demonstrate that men have higher average hourly rates than women:

- **Mean average hourly rate:** Men earn £31.14, while women earn £20.96
- **Median average hourly rate:** Men earn £28.50, while women earn £13.69

The median gender pay gap is notably wider, which suggests that women are more concentrated in lower-paying roles, and that pay disparities might be further exacerbated by a higher concentration of men in senior roles with higher pay. The median pay gap is 50%, this has reduced from last year’s gap of 58%.



Closing the Gender Pay Gap – Our Commitment

We are committed to closing the gender pay gap by focusing on strategies that will help us to foster greater diversity and inclusivity in the workforce. The following initiatives will help us to address the issues identified:

- **Attracting diverse talent:** We will refine our recruitment practises to attract a more diverse workforce, ensuring that roles are equally accessible to both men and women. Enhancing our employees experience with a particular focus on flexible work arrangements and staff wellbeing, will further promote inclusivity.
- **Developing staff:** We will continue expanding leadership training programmes, with a special emphasis on supporting women in their career development. Additionally, we will ensure that all staff, regardless of gender, have equal access to leadership opportunities, mentorship programmes, and continuous professional development.
- **Fair pay practises:** We will regularly benchmark strategies, ensuring that pay is competitive and equitable. Transparent pay ranges and an ongoing review of any pay disparities will ensure that we continue to offer fair and competitive compensation.

Conclusion

The data in this report highlights the need for a more balanced gender representation in senior roles and higher-paying positions within the Trust. While women make up the majority of our workforce, their overrepresentation in lower pay bands and underrepresentation in senior leadership roles is to be addressed. Addressing the issue is crucial for the Trust's long-term growth and ensuring we remain an inclusive employer that supports all staff in achieving their full potential.

We are committed to promoting better working lives for all our staff. By focusing on equality, inclusivity, and career progression, we aim to create an environment that fosters both personal and professional growth for everyone. This will ultimately benefit the Trust, our staff, and the broader community we serve. We value the hard work and dedication of our staff and will continue to strive towards closing the gender pay gap.

Further information can be found on the following link:

[Pontefract Academies Trust 2024-25 Gender Pay Gap Report.](#)