



FINHAM PARK  
MULTI ACADEMY TRUST

# **Gender Pay Gap Report – 2024**

## **Finham Park Multi Academy Trust**



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Under legislation that took effect in April 2017, all UK companies with 250 or more employees are required to publish an annual report detailing their Gender Pay Gap for the preceding year.

### **What is the measurement of gender pay?**

The Gender Pay Gap reporting regulations require employers to complete six key calculations to assess the difference in average earnings between male and female employees within their organisation.

The Equality and Human Rights Commission defines the distinction between equal pay and the gender pay gap as follows:

- **Equal pay** means that men and women performing the same work, or work of equal value, must be paid equally, as stipulated in the Equality Act 2010.
- **The gender pay gap** is the measure of the difference between the average earnings of men and women across an organisation or within the wider labour market.

At Finham Park Multi Academy Trust, salaries are determined using the national job evaluation (NJC) scheme. This scheme assesses the role itself rather than the individual in the role, and makes no reference to gender or any other personal characteristics. Therefore, the Trust is confident that individuals in roles of equal value are paid the same.

We are committed to the fair treatment of all staff, regardless of gender, through our transparent recruitment processes, pay structures, and professional development opportunities.

The data presented in this report reflects the gender pay gap snapshot for Finham Park Multi Academy Trust as of 31st March 2024.



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## Analysis

Since publishing our last Gender Pay report, our employee headcount has increased from 655 employees to 694, due to the additional of Limbrick Wood Primary School. However similar to last year our workforce is made up of 72% female employees.

Overall, we have seen an increase in both our mean and median pay gap since the last reporting period, which is predominantly down to the changing landscape of our workforce. Over-representation of women in lower paid roles (lunchtime support, cleaning, catering etc) continues to be a key reason for our gender gap in Admin and Support Staff roles.

Gender	All Staff 2023	All Staff 2024	Admin & Support 2023	Admin & Support 2024	Teaching 2023	Teaching 2024	Management 2023	Management 2024
Female	464	499	265	296	176	181	23	22
Male	191	195	88	95	89	86	14	14
Total	655	694	353	391	265	267	37	36



The gender pay gap is presented in the table below. The calculations are based on two types of averages:

- **Mean Average:** This is calculated by adding all the figures together and dividing by the total number of values. The mean treats each value equally, but it can be influenced by a small number of very high or very low earnings, potentially distorting the result.
- **Median Average:** To calculate the median, all the figures are arranged in numerical order, and the middle value is selected. This average is a better indicator of the 'typical' situation, as it is not affected by extreme values of high or low pay.

Staff Group	Mean Pay Gap 2023	Mean Pay Gap 2024	Median Pay Gap 2023	Median Pay Gap 2024	Lower Quartile (%) 2024		Middle Lower Quartile (%) 2024		Middle Upper Quartile (%) 2024		Upper Quartile (%) 2024	
					Male	Female	Male	Female	Male	Female	Male	Female
All Staff	16.92% lower for females	17.53% lower for females	33.5% Lower for females	43.4% lower for females	16%	84%	28%	72%	33%	67%	36%	64%
Admin & Support	7.35% lower for females	9.00% lower for females	6.7% lower for females	1.7% lower for females	8%	92%	28%	72%	25%	75%	37%	63%
Teaching	3.71% lower for females	3.70% lower for females	3.2% lower for females	0.0% lower for females	27%	73%	36%	64%	24%	76%	42%	58%
Management	15.96% Lower for females	15.60% lower for females	2.4% lower for males	4.9% lower for females	33%	67%	44%	56%	33%	67%	44%	56%

No bonuses were paid to any member of staff for the reporting period.



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We use pay scales for all teachers that are aligned with the School Teachers' Pay and Conditions document, which is reviewed annually. For administrative and support staff, we follow the pay scales set by the National Joint Council for Local Government Services. Staff progress through their respective pay scales based on their grade, with earnings determined by the role they perform, regardless of gender.

#### *Mean Rates of Hourly Pay*

Group	All Staff 2023	All Staff 2024	Admin & Support 2023	Admin & Support 2024	Teaching 2023	Teaching 2024	Management 2023	Management 2024
Female	£22.61	£23.25	£12.62	£13.24	£33.60	£35.56	£53.72	£56.65
Male	£27.22	£28.19	£13.62	£14.55	£34.89	£36.93	£63.92	£67.11
Difference	£4.61	£4.94	£1.00	£1.31	£1.29	£1.37	£10.20	£10.47

#### *Median Rates of Hourly Pay*

Group	All Staff 2023	All Staff 2024	Admin & Support 2023	Admin & Support 2024	Teaching 2023	Teaching 2024	Management 2023	Management 2024
Female	£15.67	£14.21	£11.63	£12.42	£34.53	£36.78	£55.92	£56.01
Male	£23.56	£25.09	£12.45	£12.63	£35.69	£36.78	£54.62	£58.86
Difference	£7.89	£10.88	£0.82	£0.21	£1.16	£0	£1.30	£2.86

As an organisation, we are fully committed to fostering a culture that enables all employees to reach their full potential through equal access to a wide range of development opportunities. We also monitor our gender pay gap regularly and work with our Senior Leadership team and Trustees to ensure we are actively identifying opportunities to close the gap wherever possible.



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### Supporting Statement

I can confirm that the above information has been prepared from our payroll data on the snap shot date and fairly represents the Gender Pay Gap information for Finham Park Multi Academy Trust.

**Signed:**

**CEO/ Executive Headteacher**