



## The Park Academies Trust Gender Pay Gap – 2024

### Mean Pay Gap Figures

The mean figure is the difference between the average hourly rate of pay that male and female full pay relevant employees receive: The mean gender pay gap as a % of men's pay is 27.57%. This shows that the average female employee would earn 72p for every £1 earned by a male employee.

### Median Pay Gap Figures

The median figure is the difference between the midpoint hourly rates of male and female full pay relevant employees The median gender pay gap as a % of men's pay is 56.40%. This indicates that for every £1 a male employee earns the average female employee would earn 44p.

### Bonus Pay Gap Information

The average bonus pay gender pay gap was 0% indicating there was no bonus pay gender gap.

### Quartile Bands Gender Information

This calculation shows the proportions of male and female full pay relevant employees in four quartile pay bands.

	Male Employees	Female Employees	Total	Male %	Female %
Upper Quartile	46	98	144	31.94%	68.06%
Upper Middle Quartile	38	106	144	26.39%	73.61%
Lower Middle Quartile	18	126	144	12.50%	87.50%
Lower Quartile	18	125	143	12.59%	87.41%
Total	120	455	575	20.87%	79.13%



There is a higher proportion of females in every quartile due to there being more female staff overall.

Staff numbers have increased by 81 with 41% being male and 59% Female

There has been minimal change from the percentage of male or females in all quartiles.

### **Further analysis Mean and Median Pay Gap**

Support Staff 314 full pay relevant support staff were included in these calculations, of which 85.67% are female and 14.33% are male. Of the support staff 69.75% of females and 6.69% of males are part time. The support staff mean pay gap as a % of men's pay is 16.14%. This indicates that the average female employee would earn 84p for every £1 earned by a male employee. The support staff median pay gap as a % of men's pay is 3.28% signifying that the average female employee would earn 96.72p for every £1 earned by a male employee

Teaching Staff 261 full pay relevant teaching staff were included in these calculations, of which 70.83% are female and 29.17% are male. Of the teaching staff 28.24% of females and 3.70% of males are part time. The teaching staff mean pay gap as a % of men's pay is 10.77%. This shows that the average female employee would earn 89p for every £1 earned by a male employee. The teacher's median pay as a % of men's pay is 3.56% which shows that the average female employee would earn 96.4p for every £1 earned by a male employee.



## 2024

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## 2023

	Male Employees	Female Employees	Total	Male %	Female %
	36	74	110	32.73%	67.27%
	24	86	110	21.82%	78.18%
	13	99	112	11.61%	88.39%
	13	150	163	7.98%	92.02%
	86	409	495	17.37%	82.63%

Mean Average Gender Pay Gap	27.57%	↓	32.55%
Median Gender Pay Gap	56.40	↓	57.28
Average Bonus Pay Gender Gap	0	↔	0
Median Bonus Pay Gender Gap	0	↔	0
Support Staff Mean Average Gender Pay Gap	16.14%	↑	9.20%
Support Staff Median Gender Pay Gap %	3.28%	↑	1.81%
Teaching Staff Mean Gender Pay Gap	10.77%	↑	8.03%
Teaching Staff Median Gender Pay Gap %	3.56%	↓	3.57%

## Staffing Ratios

	Total	Female	Male
Support Staff Full Time	74	50	24
Support Staff Part Time	240	219	21
	314	269	45
Male/Female Support staff ratio		85.67%	14.33%
Part Time Support Staff		69.75%	6.69%
Full Time Support Staff		15.92%	7.64%
Teaching Staff Full time	185	116	69
Teaching Staff Part Time	76	70	6
	261	186	75
Male/Female Teaching staff ratio		70.83%	29.17%
Part Time Teaching Staff		28.24%	3.70%
Full Time Teaching Staff		42.59%	25.46%

	Total	Female	Male
Support Staff Full Time	54	42	12
Support Staff Part Time	224	212	12
	278	254	24
Male/Female Support staff ratio		91.37%	8.63%
Part Time Support Staff		76.26%	4.32%
Full Time Support Staff		15.11%	4.32%
Teaching Staff Full time	147	92	55
Teaching Staff Part Time	69	61	8
	216	153	63
Male/Female Teaching staff ratio		70.83%	29.17%
Part Time Teaching Staff		28.24%	3.70%
Full Time Teaching Staff		42.59%	25.46%