



Gender Pay Gap Report - March 2025

Overview

As an employer with a headcount of 250 or more employees, SHINE Academies is required by law to carry out annual gender pay gap reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. We are then required to publish the results on our website and to a government website (<https://gender-pay-gap.service.gov.uk>), where the results from other organisations can also be viewed.

Gender pay gap reporting does not specifically report on who earns what, but instead looks at what women earn compared with men. It provides a framework within which gender pay gaps can be identified, enabling us to constructively consider why they exist and what we can do about them.

We are required to calculate and report on the following areas:

- **Mean / median gender pay gap** - the difference between the mean / median hourly rate of pay of male and female full-time employees.
- **Mean / median bonus pay gap** - the difference between the mean / median bonus pay paid of male and female full-time employees.
- **Bonus proportions** - percentage of male and female employees receiving bonus pay.
- **Quartile pay bands** - percentage of males and females in each hourly pay quartile.

The calculations are based on a snapshot of our employees as at March 2024 using existing payroll records.

	Female	Male	Total
Number of relevant employees	238	23	261

Gender pay gap

	Difference in the mean hourly pay (%)	Difference in the median hourly pay (%)
Pay gap % difference male to female	24.85%	46.31%

Bonus pay gap

	Difference in the mean hourly pay (%)	Difference in the median hourly pay (%)
--	---------------------------------------	---

Pay gap % difference male to female	N/A	N/A
-------------------------------------	-----	-----

Bonus proportions

	Proportion receiving a bonus
Male employees (% paid a bonus compared to all male employees)	0
Female employees (% paid a bonus compared to all male employees)	0

Quartile pay bands

	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
Male employees (% males to all employees in each quartile)	5%	3%	12%	16%
Female employees (% females to all employees in each quartile)	95%	97%	88%	84%

Supporting Statement

The average mean hourly rate of pay difference shows that females are paid 24.85% less than males. As with most educational establishments, particularly within the primary sector, the Trust employs more female full pay relevant employees than male.

Although the Trust employs a larger proportion of females to males, the lower paid roles tend to be filled predominantly by females which has the effect of reducing the average hourly rate for females. Male employees tend to be in the higher paid roles which increases their average hourly rate.

Roles which are predominantly paid in the lower two quartiles consist of occupations including cleaning, lunchtime supervision, extended school staff, administration and education support staff. Teachers and Central Trust team staff are predominantly paid in the upper two quartiles.

The Trust has a clear set of job descriptions and salary scales that are applied consistently across the Trust for all leadership, teaching and support staff roles. This ensures staff are paid at the correct salary for the job they are employed to do.

We are confident that the Trust's gender pay gap is not an equal pay issue as our approach to pay is gender neutral and we use nationally established pay scales based on the School Teachers Pay and Conditions, and pay scales set by the NJC and adopted in each local authority area for non-teaching staff. However, we will continue to monitor the gender pay gap annually and take steps to make improvements as appropriate.

We are committed to the principles of equal opportunity and the treatment of all employees in accordance with the principles of the Equalities Act.

