

Gender Pay Gap Report March 2024

Introduction

The Potteries Educational Trust is an employer required by law to carry out the gender pay gap reporting under the Equality Act 2010. This report shows the difference in pay between men and women across our Trust.

We are required to publish the results on our own website and on the government website. Please use the link [Gender Pay Gap Reports](#) to view our results and to also view the results from other organisations.

The data the report was carried out on is a snapshot from the Trust's payroll based on staff employed on 31st March 2024. Members of the Potteries Educational Trust are; City of Stoke on Trent Sixth Form College, Moorside High School, Werrington primary School and Biddulph High School with a total number of 462 staff employed.

The results of the statutory calculations are as follows:

The Mean Gender Pay Gap

The mean hourly rate for male employees was £27.531 and £23.454 for females. The difference between the mean hourly rate of pay for men and women employed at the Trust is 14.81% lower for female employees.

The Median Gender Pay Gap

The median hourly rate for male employees was £25.51 and £17.935 for female employees. The difference between the median hourly rate of pay for men and women employed at the Trust is 29.69% lower for female employees.

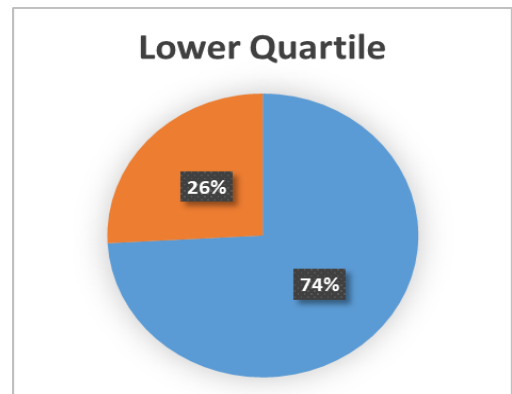
The Mean and Median Gender Bonus Pay Gap

Bonus pay is not paid at the Trust, so we are unable to report on this.

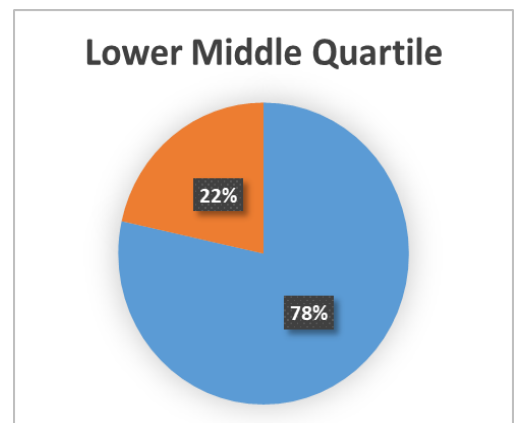
The proportion of Male and Female employees in each Quartile Pay Band (%)



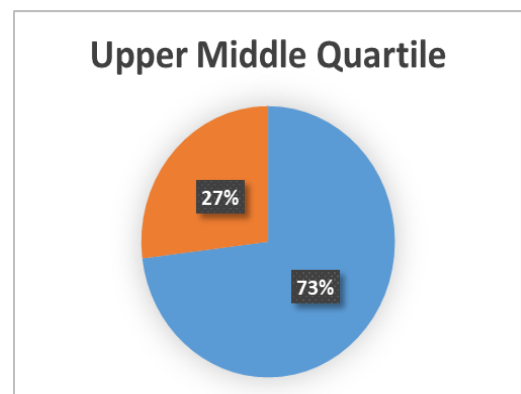
Staff in Lower Quartile	Number of Staff
Female	86
Male	30
Total	116



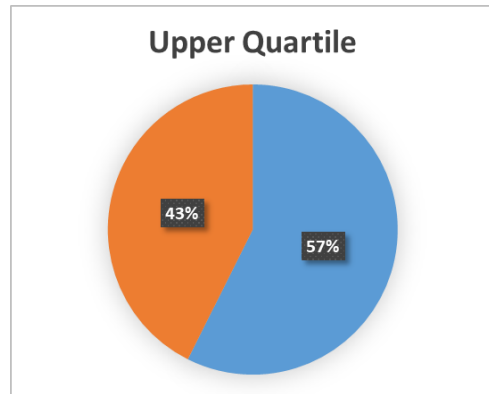
Staff in Lower Middle Quartile	Number of Staff
Female	91
Male	25
Total	116



Staff in Upper Middle Quartile	Number of Staff
Female	84
Male	31
Total	115



Staff in Upper Quartile	Number of Staff
Female	66
Male	49
Total	115



Commentary

At the Potteries Educational Trust, we are committed to promoting and maintaining equality of opportunity and ensuring all staff are treated fairly, irrespective of gender, race, disability, sexual orientation, marital status, pregnancy, gender reassignment, religion or age, in line with the Equality Act. All our posts are aligned to agreed pay scales, with men and women receiving equal pay for equal roles.

The City of Stoke on Trent Sixth Form College is a member of the Sixth Form Colleges Association (SFCA) and the College adheres to the SFCA salary scales for both Teaching and Support staff. The other 3 Academies that form the Trust use pay scales based on the school's teacher pay and conditions for teachers and academy-based leaders. For Support Staff, they follow pay scales set by the National Joint Council (NJC). Teaching staff across the Trust are assigned a salary point predominantly based on years of service and both Support and Teaching staff move through the pay scales annually subject to performance.

The gap in mean and median pay between men and women reflects the composition of the workforce as opposed to any pay inequalities; we have a higher proportion of female staff in each quartile. The first three quartiles generally only approximately around ¼ of the staff are males. As with the previous year, a majority of the lower paid jobs attract more females than males as they are either term time or part time positions. In the upper quartile the proportion of males and females employed is more equal.

Declaration

I confirm that the above information has been prepared from the Trust's payroll data on the snapshot date and fairly represents the Gender Pay Gap for the Potteries Educational Trust and its academies as at 31 March 2024.

Heather McLachlan
Chief Executive Officer