

# Gender Pay Gap Report March 2025

## 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 31<sup>st</sup> March 2025. 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 460 staff employed.

## The results of the statutory calculations are as follows:

### The Mean Gender Pay Gap

The mean hourly rate for male employees was £30.67 and £25.415 for females. The difference between the mean hourly rate of pay for men and women employed at the Trust is 17.13% lower for female employees.

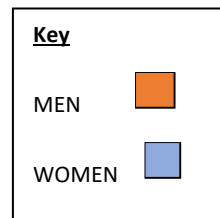
### The Median Gender Pay Gap

The median hourly rate for male employees was £30.58 and £17.065 for female employees. The difference between the median hourly rate of pay for men and women employed at the Trust is 44.20% lower for female employees.

### The Mean and Median Gender Bonus Pay Gap

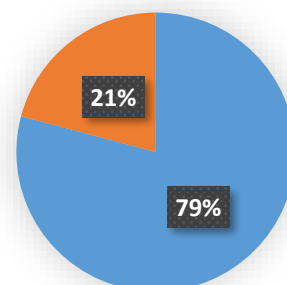
Bonus pay is not paid at the Trust, so we are unable to report on this.

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



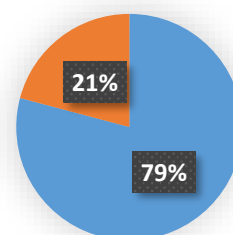
Staff in Lower Quartile	Number of Staff
Female	91
Male	24
Total	115

Lower Quartile



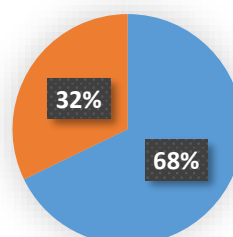
Staff in Lower Middle Quartile	Number of Staff
Female	91
Male	24
Total	115

Lower Middle Quartile



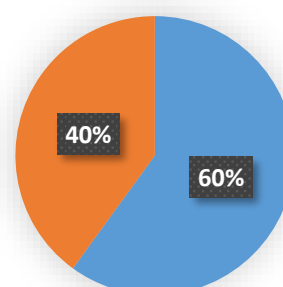
Staff in Upper Middle Quartile	Number of Staff
Female	78
Male	37
Total	115

Upper Middle Quartile



Staff in Upper Quartile	Number of Staff
Female	69
Male	46
Total	115

Upper Quartile



## 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 2025.



Heather McLachlan  
Chief Executive Officer