



**PATHFINDER  
SCHOOLS**

Workforce



**86 STAFF**  
16.6%



**430 STAFF**  
83.3%



**516  
STAFF**

# Gender Pay Gap Report 23

## Gender Pay Gap Reporting

Pathfinder Schools is an employer required under the Equality Act 2010 to report on the Gender Pay Gap within our workforce. The Gender Pay Gap is a measure of the difference between the average hourly earnings of male and female employees and should not be confused with equal pay, which the Trust has a legal obligation to guarantee to every employee.

The Trust takes its responsibilities for equal pay very seriously and has in place robust policy measures to ensure that staff in equivalent roles are paid at the same rate. The data reported is a snapshot from the Trust's payroll based on staff employed at 31st March 2023.

We can use these results to assess:

- The levels of gender equality in our workplace;
- The balance of male and female employees at different levels;
- How effectively talent is being maximised and rewarded.

## Analysis of data

The Trust's mean gender pay gap has reduced in 2023 from 16.9% in 2022 to 13.10% in 2023 and has steadily reduced every year since 2019 where it was 18.9%. Analysis shows that the principle reason for the remaining mean gender gap is the proportion of male and female staff employed at different grades and on different pay scales (i.e. teaching and non-teaching pay-scales).

Although there are more women (430) than men (86) in the Trust, there continues to be a trend that more women occupy the lower paid posts within the Trust which are contracted for term time only.

The Trust has an unwavering commitment to supporting diversity and throughout its recruitment, pay policies and processes, there are safeguards to ensure that every employee enjoys the equality of opportunity to pay, conditions and continued personal and professional development. The Trust is committed to closing its gender pay gap and is developing strategies to address this.

## STATUTORY CALCULATIONS

1

### The Mean Gender Pay Gap

The difference between the mean hourly rate of pay for men and women employed at the Trust is 13.10% lower for female employees.

2

### The Median Gender Pay Gap

The difference between the median hourly rate of pay for men and women employed at the Trust is 31.98% lower for female employees

3

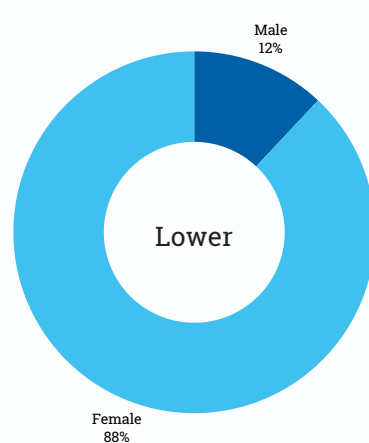
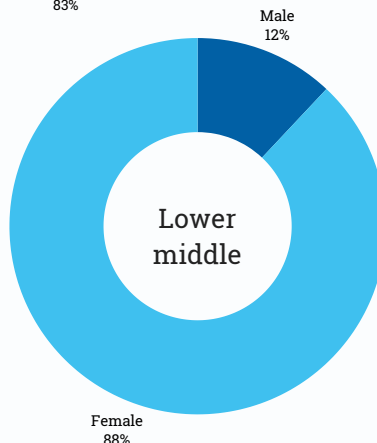
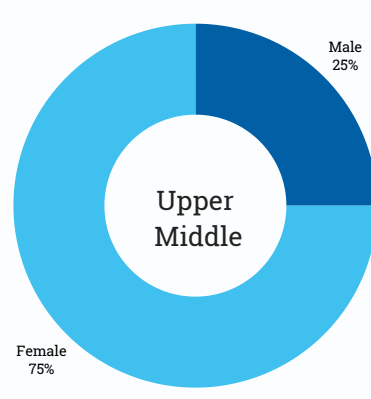
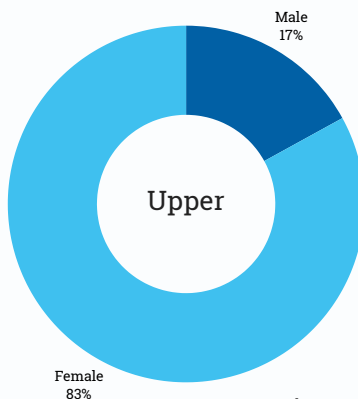
### The Mean and Median Gender Bonus Pay Gap

As the Trust has not paid any bonus payments to its staff, it has not been applicable to report on these categories.

4

### The proportion of Male and Female employees in the Quartile Pay Band

Please see data in the four charts below.



**Paul Ainsworth**  
Chair of the Trust Board