

# Gender Pay Gap Report



## Gender Pay Gap

Forward As One Church of England Multi Academy Trust is required by law to carry out gender pay gap reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out six calculations that show the difference between the average earnings of men & women in our organisation but does not involve publishing individual colleagues' data.

We are required to publish the results on our own 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 reporting requires us to make calculations based on colleague gender, and their pay during March. We have done this by using our governance guidance and payroll records. We can use these results to assess the levels of gender equality in the Trust, in relation to pay, and the balance of male and female employees at different levels.

We believe that men and women are paid equally for doing equivalent jobs across the Trust. We use pay scales based on the School Teachers Pay & Conditions Document for teachers and academy-based leaders. For support staff, each academy currently follows the job evaluation / grading structure adopted in its local authority area – all of which use pay scales set by the NJC.

**Difference in mean and median hourly rates of pay**

	DIFFERENCE IN THE MEAN HOURLY PAY	DIFFERENCE IN THE MEDIAN HOURLY PAY
Pay gap. % difference male to female	33.4%	63.5%

**Difference in mean and median bonus pay**

	DIFFERENCE IN THE MEAN BONUS PAY	DIFFERENCE IN THE MEDIAN BONUS PAY
Pay gap. % difference male to female	No Bonus	No Bonus

**Proportion of male and female employees who were paid bonus pay**

	PROPORTION RECEIVING A BONUS
Male employees (% paid a bonus compared to all male employees)	No Bonus
Female employees (% paid a bonus compared to all female employees)	No Bonus

### Proportion of male and female employees according to quartile pay bands

	QUARTILE 1 (LOWER)	QUARTILE 2 (LOWER MIDDLE)	QUARTILE 3 (UPPER MIDDLE)	QUARTILE 4 (UPPER)
Male (% males to all employees in each quartile)	<b>11.4%</b>	<b>11.2%</b>	<b>12.9%</b>	<b>9.7%</b>
Female (% females to all employees in each quartile)	<b>88.6%</b>	<b>88.8%</b>	<b>87.1%</b>	<b>90.3%</b>

#### SUPPORTING STATEMENT

I can confirm that the information published here is accurate.

Signature:  Date: 17.03.2025

Status/position: CEO/Accounting Officer

## OPTIONAL SUPPORTING NARRATIVE

The gender pay gap is a measure of the difference between the average hourly earnings of men and women and should not be confused with equal pay. Equal pay is the legislation that makes it unlawful to pay people less for doing work of the same value based on their gender.

At Forward As One Church of England Multi Academy Trust, we take equal pay seriously and are confident that the required steps are taken to ensure that our staff is paid fairly and by their job roles.

The Trust adopts pay scales for all teachers that are agreed nationally and are aligned annually to the School Teachers Pay and Conditions Document. For non-teaching staff the Trust adopts pay scales set by the National Joint Council (NJC).

Across all of the quartiles and overall, there are more female employees than male employees the Trust. No Bonuses were paid to any member of staff for the reporting period.

As of 31<sup>st</sup> March 2025, Forward As One Church of England Multi Academy Trust employed 88.4% female employees and 11.6% male employees.

We are passionate about addressing our commitment to diversity. We continue to do so in several ways, including recruiting new employees based on their skills and qualities instead of their demographic characteristics (gender, ethnicity, age, etc.) and providing all employees equal opportunities for continuing professional development to progress their careers.