



# GENDER PAY GAP REPORT

Reporting  
Year:  
2023/24

**Percentage of men and women in each hourly pay quartile:**

	Quartile 1 (lower)	Quartile 2 (Lower Middle)	Quartile 3 (Upper Middle)	Quartile 4 (Upper)
Male % males to all employees in each quartile	5.4	7.7	4.4	23.1
Female % females to all employees in each quartile	94.6	92.3	95.6	76.9

**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	9.41	19.3

**Percentage of men and women who received bonus pay**

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

**Supporting Narrative**

As in the previous year, the majority of our workforce is female which is still indicative to the primary education demographic. Across the various roles in the Trust, e.g. Senior Leadership, Teachers, Teaching Assistants, Catering Assistants, Mealtime Assistants and administration, these gender pay gap statistics are comparing the pay of these roles, but do not reflect equal pay between comparable positions. Regardless of gender, all staff with similar roles are paid on the same pay scale, regardless of their gender. It is their skills, expertise and experience that the Trust employ them based on, not gender.

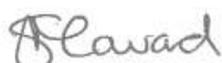
As a Trust we continue to have a majority of female employees in senior roles. However, compared to our previous year, we are finding there are more males coming into Senior Leadership roles, bringing the top quartile figure down very slightly from 81% to just under 77% this year. The majority of our workforce are school based roles in teaching and support which are generally paid in the lower quartiles. Trustees recognise that the Trust tend to have far more female applicants for roles advertised as this tends to be the case in educational establishments for people working with and caring for young children.

The Trust demonstrate fair and equal recruitment processes and ensure good practice is maintained to have a fair and consistent approach to pay and grading and advertisements for vacancies are advertised with no gender bias.

To summarise, Trustees note that men and women who work for the Link Academy Trust are paid on the same pay scales for the same positions regardless of gender.

**I can confirm that the information published here is accurate**

Signature:



Date: 4<sup>th</sup> December 2023

Position: HR Operations Manager