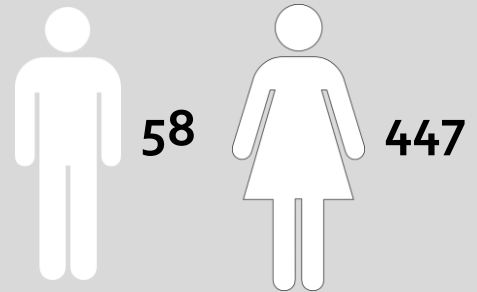


# Gender Pay Report 31 March 2022

**Number of Employees  
included in Gender Pay Report**



**Mean Gender Pay Gap**  
**19.31%**

**Median Gender Pay Gap**  
**30.28%**



Quartile	MALE		FEMALE		Total
	#	%	#	%	
Lower	13	10.24	114	89.76	127
Lower-Mid	7	5.56	119	94.44	126
Upper-Mid	13	10.32	113	89.68	126
Upper	25	19.84	101	80.16	126

**Proportion  
males and  
females in  
each quartile  
band**

NB. No bonus payments were made by the organisation

# Gender Pay Report 31 March 2022

## Commentary

Our fundamental belief at Victoria Academies Trust is that diversity at every level is vital and that everyone will be treated fairly regardless of gender, race, ethnicity or disability. Across a workforce of 505 staff, 11% of employees are male, the vast majority of these being teachers working in academies. As an organisation, we follow the School Teachers' Pay and Conditions Document (STPCD) or local union-agreed non-teacher pay scales to ensure that like-for-like there are no pay gaps when comparing similar roles. This will always remain our priority when recruiting and rewarding our staff at every level.

We strive to ensure that the workforce across our academies reflects the communities that they serve. The GPG has closed this year for mean pay by 3.64% to 19.31% with median by 3.88% to 30.28%. This has been driven by an increase in the number of males in the lower quartile increasing by 5 an increase of 4.31%. Overall:

- Our CEO is female
- 75% of the trust executive leadership team are female
- 80% of headteachers are female (and all paid on the STPCD)
- 20 of the 25 highest earners are female (84%)
- 24 of the 25 lowest earners are female (92%, all paid on non-STPCD)

However, we accept that because almost all of the lowest paid jobs and part-time jobs are undertaken by women, (compared with women at the highest levels, as shown above), a pay gap is evident not least because the hourly rate is a lot less than, say, a teacher. To help to try and close the gap, we have our 'Pathways' programme in place to support our 'grow-our-own' strategy which enables staff to progress with the support of training and development and we utilise the apprenticeship levy to support those wishing to gain further qualifications and take on more senior roles.

Since our 31 March 2017 reporting our mean gender pay gap has shrunk from 26.49% to 19.31% a reduction of 27%.