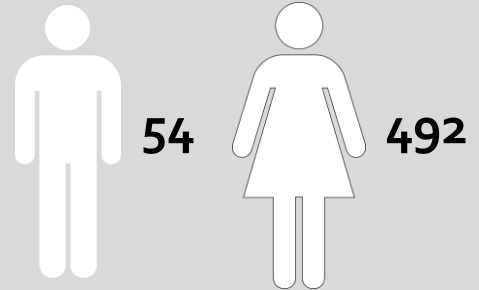


# Gender Pay Report 31 March 2023

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



**Mean Gender Pay Gap**  
**23.0%**

**Median Gender Pay Gap**  
**42.3%**



Quartile	MALE	FEMALE	Total %
	%	%	
Lower	4	96	100
Lower-Mid	9	91	100
Upper-Mid	10	90	100
Upper	16	84	100

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

NB. No bonus payments were made by the organisation

# Gender Pay Report 31 March 2023

## 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 547 staff, 7.5% 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.

- Our CEO is female
- 75% of the trust executive leadership team are female
- 78% of headteachers are female (and all paid on the STPCD)
- All staff are on the same payscales either Standard Teachers Pay and Conditions Document or National Joint Council

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. Our flexible working policy is in development with the intention of ensuring those staff who would like flexible working can do so and to remove barriers to employment where possible and which has traditionally hindered female career progression. 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 23% a reduction of 13%.