

Gender Pay Gap Report

March 2024

Overview and Data

The Priory Federation of Academies Trust (the Trust) is an equal opportunities employer.

The Trust is opposed to all forms of discrimination and is committed to ensuring all young people, applicants and employees are respected and treated fairly at all times. The Trust achieves this through transparent policies and procedures, including but not limited to:

- Equal Opportunities and Diversity Policy - Staff
- Recruitment and Selection Policy
- Appraisal Policy for Teaching Staff, CEO and Directors
- Public Sector Equality Duty
- Support Staff Appraisal Policy

To Note: No bonuses were paid to any members of staff during the reporting period.

The figures below are aggregated from all teaching and support staff positions. The Mean and Median figures represent the gap between male and female employees, with females being paid at a lower rate than males by the percentages quoted.

The Trust now has four years' comparable data, reporting on 12 academies and its central services function. Due to the growth of the Trust, data has increased and a significant difference in the percentages of each quartile can be identified, with the most significant increase seen in the upper pay quartile for women which has increased by 8.16% since figures reported in 2017. This reflects the increase in the number of female appointments made to senior roles within the Trust. A further impacting factor is the number of Primary academies that have joined the Trust since 2017, where there is a larger number of female employees.

The data this year highlights minimal statistical changes in the quartiles compared to the previous year.

The Trust uses pay scales for all teachers that are aligned with the government's School Teachers' Pay and Conditions Document, which is reviewed on an annual basis. For support staff, the Trust uses pay scales that are set by the National Joint Council (NJC) for Local Government Services.

Teaching staff from all academies within the Trust move through the pay scales for their grade based on performance in their role, in line with the Appraisal Policy for Teaching Staff, CEO and Directors. Earnings, therefore, are based on performance outcomes and are irrespective of an employee's gender.

The Trust is committed to equal opportunities and will continue to monitor its salary levels to ensure that consistent principles are applied, in line with the nationally agreed guidelines.

The Trust's Gender Pay Gap Action Plan for reducing our Gender Pay Gap continues to be reviewed and developed. The plan details the commitment of the Trust and the steps that have been taken.

The Trust's Gender Pay Gap figures for the reporting date of 31st March each year are detailed below:

Year	Total Number of Employees Included	Number of Males Included	Number of Females Included
2017	795	251	544
2018	1063	301	762
2019	1169	302	867
2020	1316	322	994
2021	1266	314	952
2022	1214	305	909
2023	1315	331	984

	Mean Pay Gap	Median Pay Gap	Lower Pay Quartile	Lower Middle Pay Quartile	Upper Middle Pay Quartile	Upper Pay Quartile
Across The Priory Federation of Academies Trust 2017	23.5%	37.8%	81.9% F 18.1% M	72.4% F 27.6% M	65.7% F 34.3% M	53.8% F 46.2% M
Across The Priory Federation of Academies Trust 2018	25%	34.8%	84.6% F 15.4% M	75.2% F 24.8% M	72.9% F 27.1% M	54.0% F 46.0% M
Across The Priory Federation of Academies Trust 2019	23.3%	31.7%	85.3% F 14.7% M	75.7% F 24.3% M	76.0% F 24.0% M	59.6% F 40.4% M
Across The Priory Federation of Academies Trust 2020	22.66% Lower for women	35.14% Lower for women	89.05% F 10.95% M	78.45% F 21.55% M	70.5% F 29.5% M	63.67% F 36.33% M
Across The Priory Federation of Academies Trust 2021	24.97% Lower for women	38.94% Lower for women	89.51% F 10.49% M	79.4% F 20.6% M	72.52% F 27.48% M	62.06% F 37.94% M
Across The Priory Federation of Academies Trust 2022	24.16% Lower for women	40.61% Lower for women	88.75% F 11.26% M	74.83% F 25.17% M	74.83% F 25.17% M	61.13% F 38.87% M

Across The Priory Federation of Academies Trust 2023	22.45%	30.56%	88.47%	F	75.78%	F	73.78%	F	61.96%	F
	Lower for women	Lower for women	11.53%	M	24.22%	M	26.22%	M	38.04%	M

Supporting Statement

I confirm that the above information has been prepared from our payroll data on the snapshot date required and fairly presents the Gender Pay Gap Information for The Priory Federation of Academies Trust.



Signed:

Ian Jones, CEO