

Gender Pay Gap Reporting 2022 (snapshot at 31.3.21)

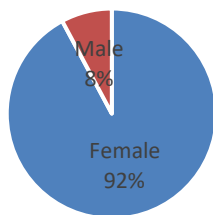
The data in this report represents the gender pay gap snapshot for PACE Academy Trust as at 31 March 2021.

Every child and every adult in PACE Academy Trust is equally important to us. Our pay, recruitment, development, appraisal and progression policies and processes are built on the principles of fairness, equality and merit.

Pay policy within the Trust is set by the Strategic Board with our teachers, leaders and support staff paid in line with national frameworks for teachers and support staff: teachers' pay scales align with the provisions of the School Teachers' Pay and Conditions Document; support staff pay scales are in accordance with the pay scales agreed by the National Joint Council for Local Government Services. Support staff grading is supported by reference to job evaluation to determine the appropriate pay range for the role. Progression within pay scales for all staff is subject to good performance. Vacancies are advertised across the Trust or externally.

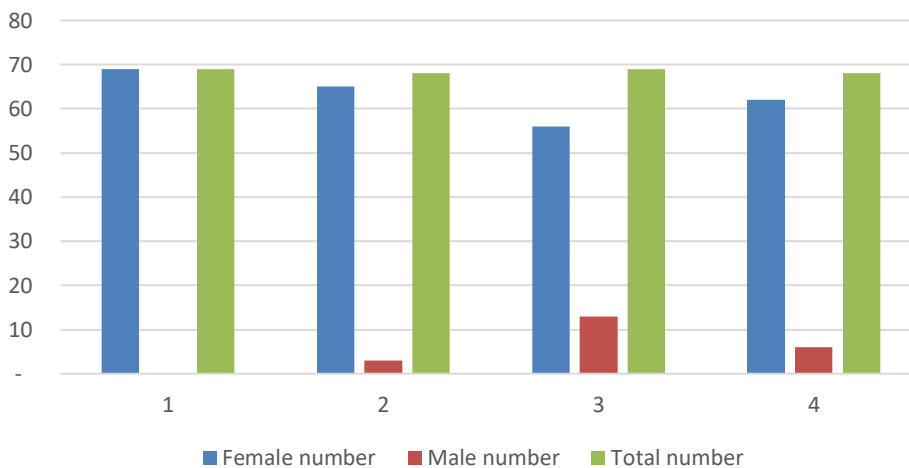
Gender Split of Employees at PACE Academy Trust

Gender Split
Relevant Employees



Gender Split Per Quartile

Gender Split Per Quartile



Proportion of Male and Female Employees, according to Quartile Pay Bands

| | Quartile 1 (lower) | Quartile 2 (lower middle) | Quartile 3 (upper middle) | Quartile 4 (top) |
|---------------|-----------------------|------------------------------|------------------------------|---------------------|
| Female | 69 (100%) | 65 (95.6%) | 56 (81.1%) | 62 (91.1%) |
| Male | 0 (0%) | 3 (4.4%) | 13 (18.9%) | 6 (8.9%) |

Mean Rates of Hourly Pay

| | 31.03.21 | 31.03.20 |
|-----------------------|--------------|---------------|
| Female | £17.19 | £16.58 |
| Male | £23.53 | £22.96 |
| Gap Percentage | 26.9% | 27.8 % |

Median Rates of Hourly Pay

| | 31.03.21 | 31.03.20 |
|-----------------------|--------------|---------------|
| Female | £12.40 | £ 12.11 |
| Male | £18.64 | £ 16.72 |
| Gap Percentage | 33.4% | 27.6 % |

Bonus pay gap

No bonuses were paid.