



PACE Academy Trust

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# Gender Pay Gap Reporting 2023

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## Gender Pay Gap Reporting 2023 (snapshot at 31.3.23)

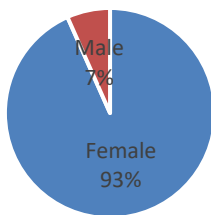
The data in this report represents the gender pay gap snapshot for PACE Academy Trust as at 31 March 2023.

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.

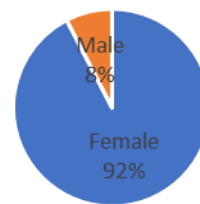
Pay policy within the Trust is set by the Strategic Board with our teachers, leaders and support staff paid in line with national frameworks for teachers and support staff: teachers' pay scales align with the provisions of the School Teachers' Pay and Conditions Document; support staff pay scales are 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 PACE Academy Trust or externally.

## Gender Split of Employees at PACE Academy Trust

Gender Split  
Relevant Employees



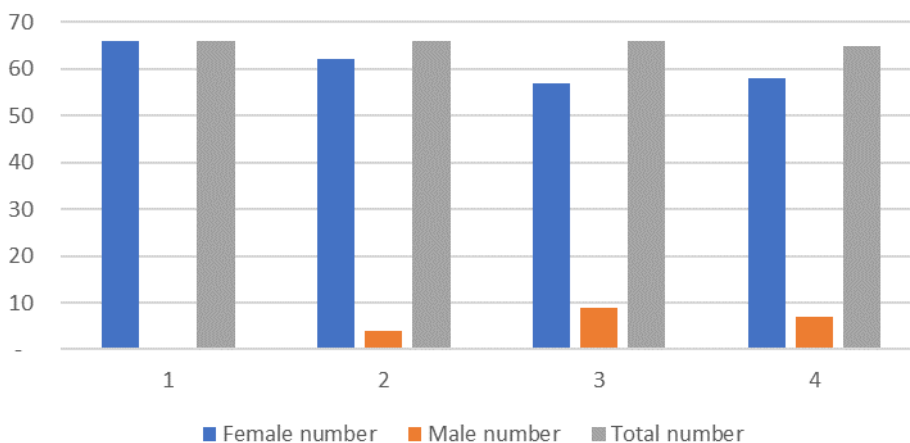
Gender Split  
Relevant Full Pay Employees



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## 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)
<b>Female</b>	66 (100%)	62 (93.9%)	57 (86.4%)	58 (13.6%)
<b>Male</b>	0 (0%)	5 (6.1.3%)	9 (13.6%)	7 (10.8%)

### Mean Rates of Hourly Pay

Female	£19.22
Male	£23.01
Gap Percentage	16.5%

### Median Rates of Hourly Pay

Female	£13.91
Male	£21.45
Gap Percentage	35.2%

### Bonus pay gap

No bonuses were paid.