

Diocese of Hereford Multi-Academy Trust

Gender Pay Gap 2024 -25

Gender Workforce Profile	
Total Percentage Females	89%
Total Percentage Males	11%

Gender Pay Gap

Mean

Gender	Total Sum of hrly rate	Number of employees	Sum of hrly rate divided by number of employees	Percentage difference
F	8155.55	423	19.28	
M	1344.43	52	25.85	25.43%
Grand Total	9499.98	475		

NB - total number based on post holding

Mean Gender Pay Gap	25.43%
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Median

Gender	Middle hourly rate		Percentage Difference
Female	12.8		
Male	19.82		35.42%

Median Gender Pay Gap	35.42%
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Quartiles

Lower Quartile		Percentage in Quartile
Pers Sex	Total	
F	109	92.37%
M	9	7.63%
Grand Total	118	

Lower Middle		Percentage in Quartile
Pers Sex	Total	
F	107	89.92%
M	12	10.08%
Grand Total	119	

Upper Middle

Pers Sex	Total
F	108
M	11
Grand Total	119

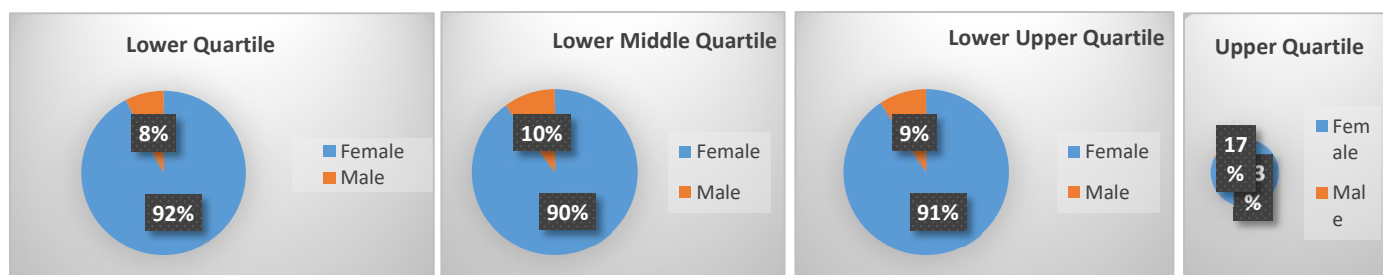
90.76%
9.24%

Upper Quartile

Pers Sex	Total
F	99
M	20
Grand Total	119

83.19%
16.81%

	Lower Quartile	Lower middle	Upper middle	Upper Quartile
	Quartile 1	Quartile 2	Quartile 3	Quartile 4
Female	92.37%	89.92%	90.76%	83.19%
Male	7.63%	10.08%	9.24%	16.81%



The Gender Pay Gap has decreased from last year by just over 5% for the mean average and around 9% for the median which is good news and moving in the right direction. The decrease in Gender Pay Gap for this year is potentially as a result of a further shift in representation of males in the lower two quartiles of hourly rate and an increase in the representation of females in the higher two quartiles when compared to last year. The percentage of males in support staff roles has seen an increase this year from 8% last year to 8.5% and the number of female Teachers has grown from 81% last year to 83% percent this year. These factors play an important role in the reduction of the overall Gender Pay Gap as Teachers have a higher level of pay compared to those in the support roles.

A significant factor contributing to the high Gender Pay Gap is the occupational segregation of posts within a school environment where it is more likely that women are more concentrated in the support staff roles which have lower pay scales than those of teaching staff.

When looking at support staff roles only, the Gender Pay Gap drops significantly to 8.9% and for teaching staff only 10.5% for the mean average and for the median average the Gender Pay Gap is 0 for both support roles and teacher roles when looking at them as separate entities.