

GENDER PAY GAP REPORT

31 MARCH 2023

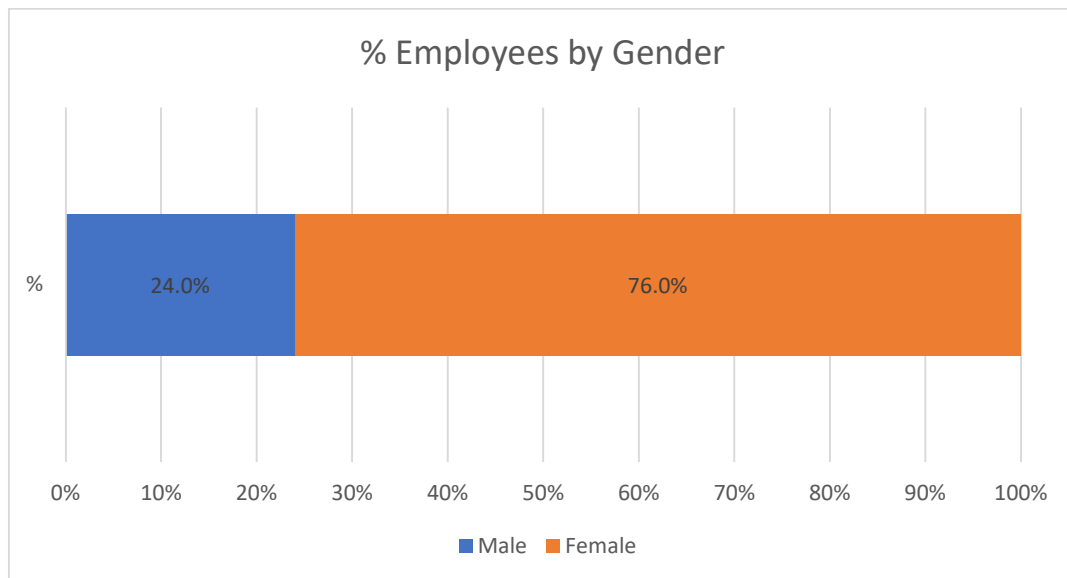
Gender Pay Gap Report

Under the Equality Act 2010 (Gender pay Gap Information) Regulations 2017, Endeavour Academies Trust is required to publish information showing the difference in earnings of men and women employed by the Trust.

The gender pay gap is not the same as unequal pay.

Gender Pay Gap

On the snapshot date of 31 March 2023 there were 263 full-pay relevant employees.



The mean hourly rate for women was 12.48% lower than men.

The median hourly rate for women was 30.79% lower than men.

There is no difference in pay between male and female staff in the same role.

Endeavour Academies Trust does not make any bonus payments.

Reason for results

There are more women than men in our lower paid roles but there are also more women than men in higher paid ones. Women employed by the Trust are more evenly distributed across the 4 quartiles whereas although fewer men are employed by the Trust, a higher percentage of men are employed in the top quartile rather than the lower quartile.

Pay quartiles

Quartile	Male number	Male %	Female number	Female %	All staff
Lower	10	15.2%	56	84.8%	66
Lower middle	15	22.7%	51	77.3%	66
Upper middle	23	34.8%	43	65.2%	66
Upper	18	27.7%	47	72.3%	65
	66		197		263

In the most up to date figures published three quarters of teachers employed in England were female. This is also reflected nationally in the number of support staff who are female.

How to continue to close the gender pay gap

The Trust Equality and Diversity Policy sets out our commitment to ensure that all people within the Trust, including students and staff, feel respected and valued and that recruitment and selection is open, transparent, fair and equal.

Endeavour Academies will continue to ensure our recruitment and career development opportunities are open, transparent and do not discriminate on gender or any other protected characteristic. We will also continue to support staff who choose to work part time to remain in employment and to receive equal opportunities for career progression.



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