

GENDER PAY GAP REPORT 2024

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, and as an employer with over 250 employees, Yorkshire Causeway Schools Trust is required to measure and report on the gender pay gap in the organisation. The Trust is a public sector body and has a data capture date of 31 March in each year.

The Trust comprises one secondary academy and eight primary academies at 31 March 2024.

Under the Regulations, there is a requirement to report on the following six measures

1. The mean gender pay gap, expressed as a percentage
2. The median gender pay gap, expressed as a percentage
3. The mean and median bonus gender pay gap
4. The proportion of males receiving a bonus payment
5. The proportion of females receiving a bonus payment
6. The proportion of males and females in each quartile band

The Trust has not paid any bonus payments over the period 1 April 2023 to 31 March 2024 and therefore there is no requirement to report on measures 3, 4 and 5 above.

In relation to the other calculations the data is based on 548 full paid relevant employees at the data capture date, made up of 115 male employees and 433 female employees.

The calculations are as follow:

Mean Gender Pay Gap

	No of employees	Mean Hourly Rate
Male	115	£21.22
Female	433	£18.79

This gives us a mean gender pay gap of **11%** (2023 21%).

Median Pay Gap

	Median Hourly Rate
Male	£15.95
Female	£14.14

This gives us a median gender pay gap of **11%** (2023 42%).

Proportion of Males and Females in Each Quartile Band

Quartile	Male no	Male %	Female no	Female %
Lower Quartile	37	27%	100	73%
Lower Middle Quartile	18	13%	119	87%
Upper Middle Quartile	17	12%	120	88%
Upper Quartile	43	31%	94	69%

Further Analysis

By separating the employees into support staff and teaching staff, the gender pay gap can be analysed further.

Support staff numbers at the data capture date are 336, 61% of the total number of employees. Of these support staff 66 are male (20%) and 270 (80%) are female.

Teaching staff total 212. Of these 77% are female and 23% male

Support Staff Mean Pay Gap

	No of employees	Mean Pay rate
Male	66	£14.40
Female	270	£13.59

This gives us a Mean Pay Gap of 6% - lower than for the Trust overall (2023: 9%)

Support Staff Median Pay Gap

	Median Pay Rate
Male	£11.59
Female	£12.15

This gives a Median Pay Gap of -0.5% (2023: 1%)

Teaching staff Mean Pay Gap

	No of employees	Mean Pay Rate
Male	49	£30.42
Female	163	£27.40

This gives a Mean Pay Gap of 10% (2023: 15%).



Teaching Staff Median Pay Gap

	Median Pay Rate
Male	£29.54
Female	£27.00

Giving a Median Pay Gap of 9% (2023: 10%).

Yorkshire Causeway Schools Trust is an equal opportunities employer. The Trust supports the fair treatment of all staff irrespective of gender.

Supporting statement

I can confirm that the above information has been prepared from the payroll data on the snapshot date and fairly presents the Gender Pay Gap information for Yorkshire Causeway Schools Trust

Signed: *Jane Goodwin* Jane Goodwin CEO