



THE PEGASUS ACADEMY TRUST

Summary of Pegasus Academy Trust's Gender Pay Gap Report – Snapshot Date 5th April 2024

1. Introduction

- 1.1 On the 5th April 2024 Pegasus Academy Trust had a total of 380 staff. 339 Female staff and 41 Male staff. This equates to 11% Male and 89% Female.
- 1.2 The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requests employers to publish information on the following:
- a) Percentage of men and women in each hourly pay quarter;
 - b) Mean (average) gender pay gap using hourly pay;
 - c) Median gender pay gap using hourly pay;
 - d) Percentage of men and women receiving bonus pay;
 - e) Mean (average) gender pay gap using bonus pay;
 - f) Median gender pay gap using hourly pay bonus pay
- 1.3 The Trust does not pay any member of staff bonus pay, therefore this data has not been included.

2. All Staff Mean & Median Data

- 2.1 The Gender Pay Gap Report shows that the average (or mean) rate of base hourly pay for female staff is £35.67 per hour (including on costs) compared to £36.28 per hour for male staff.
- 2.2 This equates to a 1.68% Mean Gender Pay Gap for hourly pay across the Trust between male and female staff. In comparison the percentage for 2023 was 6.50%
- 2.3 The report also shows that the median rate of base pay for female staff is £36.29 per hour which is the same as the median rate of pay for male staff which is also £36.29 per hour.
- 2.4 Therefore, the Gender Pay Gap for the median rate of base pay across the Trust between male and female staff is 0%. The percentage for 2023 was also 0%.

3. All Staff Quartile Data

- 3.1 The regulations ask employers to show their proportion of males and females in each quartile pay band. These are as follows:

| | | |
|---|------------|----------|
| 3.2 Members of staff in Lower Quartile: | Female 74% | Male 26% |
| Members of staff in Lower Middle Quartile: | Female 89% | Male 11% |
| Members of staff in Upper Middle Quartile | Female 85% | Male 15% |
| Members of staff in Upper Quartile: | Female 81% | Male 19% |

4. Summary

- 4.1 **Mean (average) and Median Data.** The data shows a notable decrease from 2023 to 2024 in the mean Gender Pay Gap for hourly pay across the Trust between male and female staff. There is no pay gap in the median rate of base pay across the Trust between male and female staff as with the prior year.
- 4.2 Although the Pegasus Academy Trust adopt the recommended STPCD and GLPC pay scales for their roles which promote equality for male and female employees, there is still a slight gender pay gap. This is because there are significantly less male employees and therefore less male data to calculate the mean and median figures. This will make the mean and median figures appear higher even though in reality a male and a female employee paid on the same scale point will be paid the same salary.
- 4.3 This is supported by the overall staff ratios of 89% females compared to only 11% of males.
- 4.4 The following table illustrates the key data annual comparisons showing a positive gender pay gap evolution in the Trust.

| | <u>2024</u> | <u>2023</u> | <u>2022</u> | <u>2021</u> |
|---------------------------|-------------|-------------|-------------|-------------|
| Mean GPG for Hourly Pay | 1.68% | 6.50% | 6.44% | 15.00% |
| Median GPG for Hourly Pay | 0.00% | 0.00% | 6.00% | 11.90% |
| Female to Male Ratio | 89.00% | 89.00% | 87.00% | 88.00% |

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