

## St George's Academy

### Addressing our Gender Pay Gap Report as at 31 March 2025

At St George's we want to ensure that every member of staff is fairly rewarded for their contribution and is able to enjoy the same access to opportunities. The gender pay gap measures the difference between men and women's average earnings and is expressed as a percentage of men's pay. The causes of a gender pay gap are often complex and due to an overlapping mix of factors including work, society and family. By monitoring the pay gap between men and women, we can be better placed to understand the gap and so target action to reduce it.

The calculations below include the Gender Pay Gap Analysis for St George's Academy for the period 1 April 2024 to 31 March 2025. Figures as at 31 March 2023 and 31 March 2024 are included for comparison.

#### Our pay gap results

##### Difference in Hourly Rate of Pay

	2025	2024	2023
Mean Pay Gap	18.7%	11.9%	9.5%
Median Pay Gap	46.8%	41.8%	15.6%

Our mean and median gender pay gap figures for 2025 both show an increase when compared to the figures reported for 2023 and 2024. Further analysis has identified that this has been due to a number of factors as detailed below.

- Between 1 April 2024 and 31 March 2025, we appointed to a number of replacement and new Learning Support Assistant (LSA), Casual Invigilator and Cleaning staff roles. As with previous years, these positions primarily attracted a field of female applicants. As three of our lower paid roles within the Academy, these appointments contributed to and were a key factor for the increase in both the mean and median gender pay gap figures as shown above.
- The personal lifestyle choices of staff continue to be a key driver in our gender pay gap. In particular, we know that a greater proportion of our female staff members are choosing roles offering flexible working opportunities. As a significant proportion of our part time roles include our lower paid support staff functions, this trend is represented in the higher proportion of female staff members making up the lower quartile of our pay bands. Our LSA, Midday Supervisor (MDSA) and Cleaning staff opportunities, consistently attract more female applicants. This is felt to be due to the associated working patterns and opportunity to work during school hours/term time only.
- As a continued trend, the Academy also received and supported 18 new flexible working applications between the period 1 April 2024 to 31 March 2025. All applications were submitted by our female workforce and included staff from a range of salary bandings. The ability to support in all instances offered a number of benefits, assisting the school to retain key talents and skills.

The above trends are demonstrated further in the table below. This ranks all of our staff members from lowest to highest pay, then divides all staff into four equal groups with the first group (lower quartile) being the lowest paid.

The figures indicate that when looking at our male staff members only, a higher proportion are still working in the upper quartile of roles when compared to the proportion of males working in our lower paid positions. The roles in the upper quartile represent our more senior and generally higher paid roles.

In contrast, the figures relating to our female staff members continue to indicate a different trend with a slightly lower proportion of our female staff members working in the higher quartile when compared to roles in our less senior roles.

Whilst the proportion of female staff within the upper middle quartile shows a slight decline in 2025, it is noted that the percentage of female staff within the upper quartile has shown a slight increase and has also remained fairly consistent since reporting began. As previously reported, the majority of members on the senior leadership team also continue to be female including the current Principal.

It is also important to note that the figures were impacted by a number of female staff members being absent due to family leave / sickness absence reasons. Having had to remove the data for the staff members concerned, this resulted in a larger impact for our female staff members when compared to our male counterparts.

As a largely female orientated workforce, a key contributor to our gender pay gap remains the higher distribution of our female staff members across all roles. Representative of the Education Sector, the Academy employs a much greater proportion of female to male staff members. With an overall increase in staff numbers, the figures below also show the break down between full pay relevant employees as at 31 March 2025. The figures for 31 March 2024 and 31 March 2023 are included for comparison and demonstrate that the overall proportion of female staff members has increased each year over this 3 year period.

### Pay Quartiles

	All Staff		Lower Quartile		Lower Middle Quartile	Upper Middle Quartile		Upper quartile		
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
2025	79.34%	20.66%	85.71%	14.29%	89.01%	10.99%	69.23%	30.77%	73.33%	26.67%
Gap		58.68%		71.43%		78.02%		38.46%		46.67%
2024	76.92%	23.08%	76.74%	23.26%	83.91%	16.09%	71.26%	28.74%	70.93%	29.07%
Gap		53.84%		53.48%		67.82%		42.52%		41.86%
2023	75.78%	24.22%	75.00%	25.00%	84.72%	15.28%	75.34%	24.66%	68.06%	31.94%
Gap		51.56%		50.00%		69.44%		50.68%		36.12%

### Bonus pay

As an Academy, St George's does not operate a bonus system. As such, bonus payments are not applicable to any staff members.

### Taking action

We remain committed to promoting equality and valuing diversity and wish to ensure that all staff members are able to progress their career, regardless of their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

However, it is recognised that there is more we can do to help reduce the gender pay gap across our workforce. Some of the actions we continue to take are outlined below:

- Providing equal access to flexible working opportunities to all staff members.

- Considering the broader range of flexible working opportunities available within the Academy to support all staff members in better balancing their career aspirations with their personal commitments.
- Reviewing all Academy policies and procedures to support a culture, which promotes our commitment to equality and diversity.
- Having a clear written pay policy for both teaching and support staff roles. These documents clearly set out and clarify the process by which the appropriate salary for all roles is determined.
- The Academy uses pay scales for all teachers that are aligned to the government's School Teachers' Pay and Conditions Document, which is reviewed on an annual basis.
- For support staff, the Academy uses pay scales set by the National Joint Council (NJC) for Local Government Services. We use the GLEA national job evaluation framework to determine appropriate pay bandings. This provides a clear process of paying employees equally for the same or equivalent work.
- Continuing to analyse our gender pay gap to identify any contributing factors behind the apparent differences in pay.

Underpinning all of our actions is our Promoting Equality and Valuing Diversity Policy. This policy sets out our commitment to eliminating discrimination against any individual on the grounds of the nine protected characteristics defined by the Equality Act (2010).