

The Four Stones Multi Academy Trust

Gender Pay Gap Report 2023

This report provides the statutory information that The Four Stones Multi Academy Trust is required to publish to comply with legislation introduced in April 2017. The legislation requires all employers with more than 250 employees to publish their gender pay gap.

As per the national guidelines the gender pay gap is monitored and reported based on hourly rates of pay

The snapshot date for this data is the 31st March 2023. On this date the Trust comprised of 3 schools (Haybridge High School, King Charles I School and The De Montfort School) and had 377 employees.

The data required for this report cover 6 statutory measures, these are:

1. Mean gender pay gap
2. Median gender pay gap
3. **Mean bonus gender pay gap**
4. **Median bonus gender pay gap**
5. **Proportion of males and females receiving a bonus payment**
6. Proportion of males and females in each quartile band

The Trust does not currently award 'bonus' payments to individuals or groups of staff as incentive or reward, **therefore data required at points 3, 4 and 5 are not applicable for the purposes of this report.**

Trust Data:

- For the snapshot date of 31st March 2023, our **Mean gender pay gap was 15.06%** (for 2022 this was 16.5%, for 2021 24.1%, and for 2020 21.7%).
- For the snapshot date of 31st March 2023, our **Median gender pay gap is 31.14%** 33.6% (for 2022 this was 33.6%, for 2021 54.8% and for 2020 39.9%).

Therefore, our analysis and findings show that our mean gender pay gap shows that women earn 15.06% less than men, with the median difference being 31.14%. However, the Trust is confident that this gender pay gap is not as a result of paying men and women differently for work of equal value, but rather from the distribution of roles between our male and female employees.

Quartile Bandings for the Trust:

Quartile	Females % quartile	Males % quartile
Lower	78	22
Lower Middle	73	27
Upper Middle	72	28
Upper	55	45

The Trust is committed to ensuring fair pay for all members of staff regardless of their gender. We carry out regular pay and benefits audits and our staff are involved in the pay review process. The outcome of all pay award decisions are shared with our trust board, headteachers and local governing bodies. The Trust does not deviate from nationally recognised published pay structures for both teaching (STPCD) and support staff (NJC). All pay award decisions are made by committees in line with the Trust's scheme of delegation.

The composition of the workforce in the education sector is reflected in the quartile distribution of the male and female staff by hourly rate. In our lower and middle quartiles, most staff are female. A larger proportion of our male employees are in the upper quartile. Many of the lower paid staff / roles are for lunchtime supervision, general administration and classroom support which typically attract female applicants, as these offer part time employment during term time. However, it is important to stress that all applicants to these positions, whether male or female are considered and paid equally for the roles that they undertake. Our recruitment to these roles reflects the national position. It is also worth noting that in the upper quartile the gender split is almost equal reflecting an equal split of the higher paid roles within the workforce between males and females.

Declaration

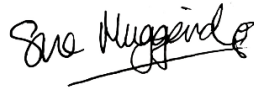
We confirm that the gender pay gap calculations are accurate and meet the requirements of the Equality Act 2020 (Gender Pay Gap Information Regulations 2017)

Signed:



Mark Pollard
Chief Executive Officer

Date: 14.02.2024



Sue Muggeridge
Chair of Trust Board

Date: 14.02.2024