ACHIEVING TOGETHER

GENDER PAY GAP REPORT. 2025

Introduction
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 2025. On this date the Trust comprised of 3 schools (Haybridge High School, King Charles I School and The De Montfort School) and had 365 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.**

Summary

Trust Data:
- For the snapshot date of 31st March 2025, our **Mean gender pay gap was 14.52%** (for 2024 this was 14.59%, for 2023 15.06%, and for 2022 16.5%).
- For the snapshot date of 31st March 2025, our **Median gender pay gap is 30.5%** (for 2024 this was 31.79%, for 2023 31.14% and for 2022 33.6%).

Therefore, our analysis and findings show that our mean gender pay gap shows that women earn 14.52% less than men, with the median difference being 30.5%. 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	79	21
Lower Middle	71	29
Upper Middle	66	34
Upper	59	41

The Trust is deeply committed to equality, diversity and inclusion because we believe fundamentally in the values of fairness, equal treatment, and creating workplaces where everyone is empowered to fully participate and thrive.

Action taken to improve our gender pay gap:

- Our pay committees award decisions on all performance related pay progression to ensure consistency and fairness.
- We carry out regular pay and benefits audits and our staff are involved in the pay review process.
- The Trust does not deviate from nationally recognised published pay structures for both teaching (STPCD) and support staff (NJC).
- Policies are reviewed regularly to eliminate unconscious bias and barriers that may impact opportunity.
- Structured selection processes are used at all stages of recruitment.

The composition of the workforce in the education sector is reflected in the quartile distribution of the male and female staff by hourly rate. We know that our gender pay gap is caused by having significantly more women than men employed in lower graded support roles such Administrators and Teaching Assistants - vital positions that provide flexible working opportunities in our local communities, this position is reflected nationally in Education.

Over the last 3 years there has been a steady increase of women in our leadership roles and this is reflected in the male/female spilt in the upper quartile.

We will continue to improve our gender pay gap through our approach to professional development, talent management and offering opportunities to work flexibly.

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:

Sue Muggeridge
Chair of Trust Board

Date: