

Gender Pay Gap Report

Introduction

Under the Equality Act 2010 (Gender Pay Gap Information) Regulation 2017, as an employer with over 250 employees, Peak Edge Academy Trust is required to annually report on gender gaps within the organisation.

The gender pay gap is defined as the difference between the mean and median hourly rate of pay that male and female colleagues receive.

The mean pay gap is the difference between the average hourly earnings of males and females.

The median pay gap is the difference between the mid points in the ranges of hourly earnings of males and females.

Our Data

Our data is a snapshot taken on 31st March 2023. Peak Edge Academy Trust had 271 employees, 244(90%) female employees and 27(10%) male employees.

Mean Pay Gap in	Median Pay Gap	Quartile 1 Lower	Quartile 2 Lower Middle	Quartile 3 Upper Middle	Quartile 4 Upper
34.96%	54.77%	97% F 3% M	92.5% F 7.5% M	89.5% F 10.5% M	79.1% F 20.9% M

No bonus payments were paid to any member of staff in the reporting period.

Summary

Peak Edge Academy Trust has a higher proportion of females in every quartile, including the upper quartile. The median and mean gaps are caused by proportionately less males in the lower quartiles, or in lower paid positions.

Peak Edge Academy Trust uses pay scales for all teaching staff that are aligned to the School Teachers Pay and Conditions document, which is reviewed on an annual basis. For non-teaching staff Peak Edge Academy Trust uses the pay scales set by the National Joint Council for Local Government Services. Staff move through the pay scales for their grade based on a thorough and robust performance management process, meaning earnings are based on performance outcomes, irrespective of their gender.

Peak Edge Academy Trust is an equal opportunities employer in terms of recruitment and progression. We do not have any variation in pay between males and females undertaking the same role.

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Peak Edge is an exempt charity and a company limited by guarantee, registered in England with company number 11650747.