

GENDER PAY GAP REPORT

Snapshot date: 31st March 2025

Difference in mean and median hourly rate of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference male to female	41%	49.9%

Difference in mean and median bonus pay

	Difference in the mean bonus pay	Difference in the median bonus pay
Pay gap. % difference male to female	N/A	N/A

Proportion of male and female employees who were paid bonus pay

	Proportion receiving a bonus
Male employees (% paid a bonus compared to all male employees)	N/A
Female employees (% paid a bonus compared to all female employees)	N/A

Proportion of male and female employees according to quartile pay bands

	Quartile 1. Lower	Quartile 2. Lower middle	Quartile 3. Upper middle	Quartile 4. Upper
Male (% males to all employees in each quartile)	0%	6.1%	7.3%	15.8%
Female (% females to all employees in each quartile)	100%	93.9%	92.7%	84.2%

Supporting statement

I confirm that the information published here is accurate.

Signature: _____

Date: _____

Status/position: **Chief Executive Officer**

Optional supporting narrative

Berlesduna Academy Trust is committed to the promotion of equality of opportunity and choice for employees. We support the fair treatment of all staff, irrespective of gender, through our transparent recruitment processes, equitable pay policy and professional development opportunities.

Our teaching staff are remunerated using pay scales aligned with the School Teachers Pay and Conditions document, which is reviewed annually. For non-teaching staff, we apply pay scales set by the National Joint Council (NJC) for Local Government Services. Pay progression is determined by the scale assigned to each role and is not influenced by gender.

Berlesduna Academy Trust is proud to support our staff by offering a range of family-friendly provisions, including part-time and flexible working. These options are particularly valued by our predominantly female workforce, who often seek roles which allow them to balance work and caring responsibilities.

Our overall gender pay gap is primarily a reflection of the composition of our workforce rather than an indication of unequal pay for equivalent roles.

I can confirm that the above information has been prepared from our payroll data on the snapshot date and fairly represents the Gender Pay Gap information for Berlesduna Academy Trust.