ATTIGO
ACADEMY TRUST
BELONG · GROW · ACHIEVE

Gender Pay Report
January 2025

Gender Pay Gap Report

Attigo Academy Trust is required by law to carry out gender pay gap reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out six calculations that show the difference between the average earnings of men & women in our organisation, but does not involve publishing individual colleagues' data.

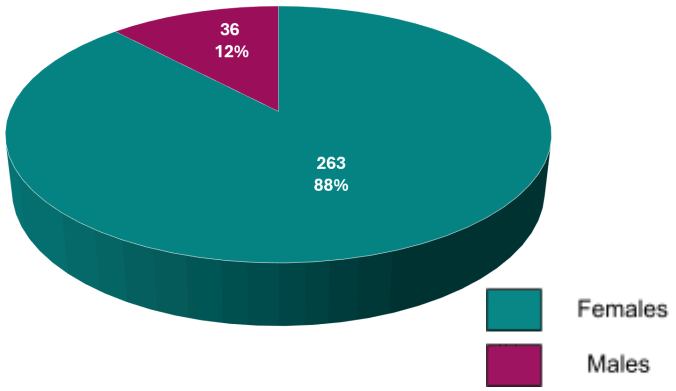
We are required to publish the results on our own website and to a government website https://gender-pay-gap.service.gov.uk/ where the results from other organisations can also be viewed.

Data Used

The data below shows the gender pay gap that exists within Attigo Academy Trust based on the hourly rates of pay for all employees as of 31st March 2025 and bonuses paid in the 12 months to 31 March 2025. We have compiled these figures using our existing payroll records, and following the approach for reporting set out in government guidance.

Attigo Academy Trust payroll data as at March 2025

There were 299 Staff in Total across our member schools and central team.



Mean and Median Hourly Rate

	March 2025
Women's mean hourly rate is	£33.38
Men's mean hourly rate is	£46.20
Mean gender pay gap is	27.7%
Women's median hourly rate is	£19.17
Men's median hourly rate is	£49.77
Median gender pay gap is	61.48%

Bonus Pay

There are no bonus pay schemes available at Attigo Academy Trust and so the bonus pay gap is not applicable.

Difference in mean bonus pay is nil
Difference in median bonus pay is nil
Percentage of male employees who received a bonus is nil
Percentage of female employees who received a bonus is nil

Percentage of Males and Females in each Quartile

	% of Females March 23	% of Males March 23	% of Females March 24	% of Males March 24	% of Females March 25	% of Males March 25
Upper Hourly Pay Quartile	85%	15%	84%	16%	79%	21%
Upper Middle Hourly Pay Quartile	81%	19%	81%	19%	85%	15%
Lower Middle Hourly Pay Quartile	88%	12%	92%	8%	91%	9%
Lower Hourly Pay Quartile	98%	2%	97%	3%	97%	3%

Conclusion

The findings for 2025 show that the mean hourly rate of pay for female employees was 27.7% lower than male employees. Females are the dominant workforce across all four of the pay quartiles and they make up over 79% of the upper pay quartile and 75% of the middle pay quartile demonstrating our commitment to ensuring a healthy representation of females within middle and senior leadership roles.

As a trust we believe that the pay gap is predominantly due to a larger proportion of females than males within the lower and lower middle quartiles. It should be noted that whilst we encourage males to apply for roles that fall within the lower pay quartiles, many of these roles remain stereotypically attractive to a larger number of female applicants due to the part time and flexible nature of the roles. The trust also believes that by ensuring that all roles are paid at the National London Living Wage this will assist in closing the gap within the lower pay quartiles.

For clarification, gender pay is not the same as equal pay. Equal pay is about ensuring that people have the same pay, or range of pay, for work deemed of equal value. We are confident that the trust's remaining gender pay gap is not an equal pay issue as our approach to pay is gender neutral and we have in place job evaluation structures to ensure there is pay uniformity across the trust. We use pay scales based on the School Teachers Pay and Conditions Document and for non-teaching staff we use pay scales set by the Nation Joint Council. All job descriptions are evaluated by an independent contractor.

Actions:

Attigo Academy Trust seeks to maximise opportunities for all employees regardless of gender. The trust will continue to:

- Ensure all job roles are advertised to eliminate any potential for gender bias
- Appoint the best candidate into the role, regardless of their gender or other factors covered by the Equality Act.
- Using structured interviews for recruitment and promotions as unstructured interviews are more likely to allow unfair bias to creep in and influence decisions.
- Ask the same questions of all candidates for each role in a predetermined order and format,
- Grade the responses using pre-specified, standardised criteria. This makes the responses comparable and reduces the impact of unconscious bias
- Use skill-based assessment tasks in recruitment to assess their suitability for the role where possible rather than relying only on interviews.
- Standardise the tasks and how they are scored to ensure fairness across candidates

Declaration:

We can confirm that the above information has been calculated using payroll data on the snapshot date of 31 March 2025 and fairly reflects the gender pay gap for Attigo Academy Trust.