

Pickwick Academy Trust

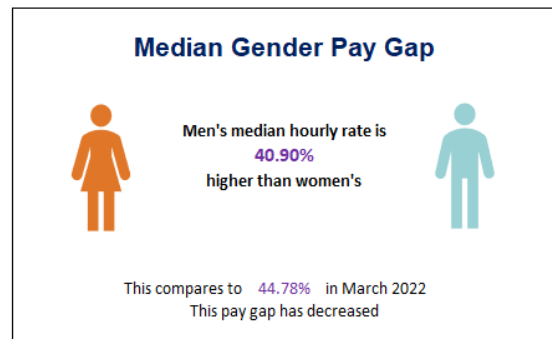
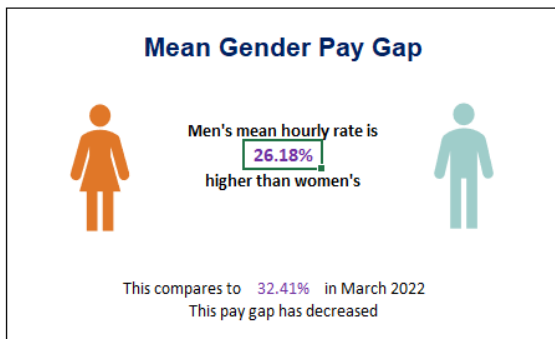


Gender Pay Gap Report 2024

Pickwick Academy Trust now comprises 15 primary schools within Wiltshire and Dorset. Our vision is to work together to provide the best schools and outcomes for our children through harnessing our collective expertise to drive school improvement and realising the best for all children and adults working and learning in our schools.

We are committed to sustainable growth by aligning central services and investing in quality teaching, learning and leadership.

This Gender Pay Gap Report is based on data on 31 March 2023 and covers the nine schools within our trust at that date and centrally based staff. Our Gender Pay Gap is:



The proportion of males and females in each quartile pay band:

Quartile	% Female	% Male	% Total	
Lower Quartile	97.18	2.82	100	Lower female % than 2022
Lower Middle Quartile	97.18	2.82	100	Lower female % than 2022
Upper Middle Quartile	90.14	9.86	100	Higher female % than 2022
Upper Quartile	90.07	9.93	100	Higher female % than 2022
Grand Total	93.65	6.35	100	Overall lower male % than 2022

	Female	Male	Pay Gap	
Mean (per hour)	£15.84	£21.46	26.18%	This gap has reduced
Median (per hour)	£11.80	£19.96	40.90%	This gap has reduced

Given the current size of our trust, it is important to highlight that small changes in staffing in each quartile can affect the figures in a greater way. Figures for 2022/23 also acknowledge the introduction of an additional school to our trust and the impact that will have on staff numbers and the structure of trust employees.

Pickwick Academy Trust is an equal opportunities employer with a diverse and inclusive workforce. We do not tolerate discrimination.

As a primary academy trust, we recognise that a high percentage of the workforce is female. Women are well represented at all levels within the Trust and at the time of this data analysis, 71% of our Executive Leaders were female and 83 % of our Heads and Deputies were female which is higher than the national picture of 69% for the 2022/2023 year.

We recognise that there is a low percentage of males at all levels of the Trust. This is not uncommon in the primary education landscape where only 14% of nursery and primary school teachers are male.

Pickwick Academy Trust continues to follow the School Teachers Pay and Conditions document and local government pay scales in place in each county that we operate in for support staff. It actively reviews its approach to recruitment and retention of all staff, especially given the current recruitment challenges in some areas of our business. We are committed to the well-being and professional development of our staff and will continue to offer opportunities to males and females at all levels of the Trust by developing our CPD offer, family policy offer, flexible working opportunities and People Strategy to ensure that we are seen as an employer of choice.

This report and its data provide a baseline for the Trust to compare to in future years to identify any trends and to take any actions as necessary.



James Passmore
Chief Executive Officer

Date: March 2024