

Pickwick Academy Trust



Gender Pay Gap Report 2025

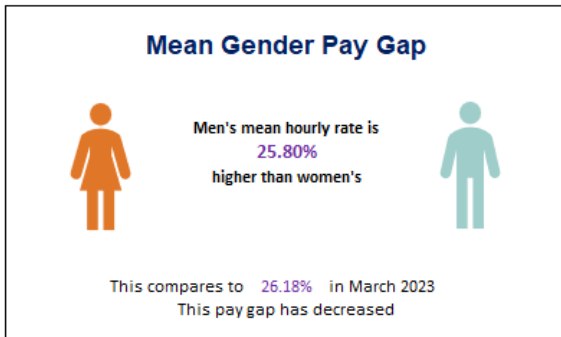
Pickwick Academy Trust currently comprises 15 primary schools within Wiltshire and Dorset. Our vision is to work together to provide the best schools and outcomes for our children through harnessing our collective expertise to drive school improvement and realising the best for all children and adults 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 uses data for staff as at 31 March 2024 and covers the fifteen schools within our trust and centrally based staff. The report utilises data from 564 staff, 512 of which are female and 52 are male and is based on their contractual information with 740 eligible contracts, 681 of which are held by females and 59 of which are held by males.

The number of employees has increased from March 2023 where the Trust had a total of 567 staff, 531 were female and 36 were male, reflecting the growth of the trust.

Our Gender Pay Gap is:



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

Quartile	% Female	% Male	% Total	
Lower Quartile	96.76	3.24	100	Slightly lower female % than 2023
Lower Middle Quartile	95.14	4.86	100	Lower female % than 2023
Upper Middle Quartile	89.73	10.27	100	Slightly lower female % than 2023
Upper Quartile	86.49	13.51	100	Lower female % than 2023

Grand Total	92.03	7.97	100	Overall lower female % than 2023
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	Female	Male	Pay Gap	
Mean (per hour)	£16.82	£22.66	25.80%	This gap has reduced
Median (per hour)	£12.18	£21.26	40.81%	This gap has reduced

There were no bonuses paid.

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 significant way.

Pickwick Academy Trust is an equal opportunities employer with a diverse and inclusive workforce. We do not tolerate discrimination and are committed to equal pay, which ensures that all staff receive the same pay for the work that is completed as part of their role in the Trust.

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, 67% of our Executive Leaders were female and 80 % of our Heads and Deputies were female.

We recognise that there is a low percentage of males at all levels of the Trust (8%) which is not uncommon in the primary education landscape.

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, ensuring that all staff, regardless of gender, ethnicity or other characteristic, are paid on the same salary for evaluated roles and progress through the same pay scale banding.

The Trust actively reviews its approach to recruitment and retention of all staff to ensure that we are able to work alongside the best people in order to support our pupils. Staff who are required to participate in recruitment panels have participated in Unconscious Bias and Equality, Diversity and Inclusion training.

We are committed to the well-being and professional development of our staff and will continue to offer opportunities to all colleagues at all levels of the Trust by developing our CPD offer, Family policy offer, Equality, Diversity, Inclusion and Equity policy, 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 2025