



# CAT

Gender Pay Gap  
Statement  
31 March 2024

As an employer of over 250 employees, Cheshire Academies Trust is required by law to carry out Gender Pay Reporting. This statement has been published in accordance with the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. It sets out the required information about our gender pay gap as it stood at **31st March 2024**.

	Primary MAT Gender Makeup		Cheshire Academies Trust Gender Makeup	
	Male	Female	Male	Female
Leadership	21.54%	78.46%	24.00%	76.00%
Teaching Staff	12.37%	87.63%	16.33%	83.67%
Support Staff	6.26%	93.74%	7.79%	92.21%
Finance and Admin	8.44%	91.56%	3.85%	96.15%
Combined Support & Finance and Admin	6.54%	93.46%	7.41%	92.59%
<b>Overall</b>	<b>9.01%</b>	<b>90.99%</b>	<b>10.68%</b>	<b>89.32%</b>

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	19.43%	28.21%

Difference in mean and median bonus pay	Difference in the mean bonus pay	Difference in the median bonus pay	No of Male Employees paid a bonus	No of Female Employees paid a bonus
Pay gap difference male to female	0%	0%	0%	0%

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
<b>Male</b> (% males to all employees in each quartile)	3.03%	11.11%	13.13%	15.31%
<b>Female</b> (% females to all employees in each quartile)	96.97%	88.89%	86.87%	84.69%

Difference in mean and median hourly rate of pay	2023	2024
Pay gap difference male to female MEAN	26.59%	19.43%
Pay gap difference male to female MEDIAN	37.27%	28.21%

On 31<sup>st</sup> March 2024, Cheshire Academies Trust comprised 8 primary schools. At this time there were 441 roles fulfilled by 369 members of staff, of these 395 roles are relevant for Gender pay gap reporting.

The gender demographic for the Trust closely reflects the average for primary Trusts in the UK. In March 2024 the Trust employed 2.46% more men in leadership roles, 3.96% more men in teaching roles and 0.87% more men in support staff roles than the national average. The Trust employed 4.59% more women in finance and admin roles than the national average.

Cheshire Academies Trust is confident women and men are paid equally for doing equivalent jobs within the Trust. Salaries are determined by nationally agreed terms and conditions of service for all staff. All staff access pay scales which are determined by their job role, regardless of gender. Any gender pay gap is due to the roles in which men and women work and the salaries they attract.

The Trust is committed to identifying actions that will allow us to further reduce the pay gap and encourage underrepresented groups to apply for vacancies. However, our primary commitment will always be to ensuring the right person is employed for any particular role, regardless of gender.