



Gender Pay Gap Report

Statement

Wales High School 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 and women in our organisation, but does not involve publishing individual colleagues' data.

We are required to publish the results on the school website and on a government website (<https://gender-pay-gap.service.gov.uk/>) where the results of other organisations can also be viewed.

Gender pay reporting requires us to make calculations based on colleague gender, and their pay at March 2025. We have made calculations using our existing payroll records following the approach to reporting set out in the government guidance. We can use these results to assess the levels of gender equality in the Academy, in relation to pay, and the balance of male and female employees at different levels.

Employee Overview

Gender	Total number of full-pay employees
Male	72
Female	198

Mean and Median Information

The table below shows the difference in hourly pay between our male and female full-pay employees.

	Mean gender pay gap in hourly pay (+/-)	Median gender pay gap in hourly pay (+/-)
Difference in pay for female employees	-14.35%	-28.33%

Proportion of Employees Receiving Bonuses

We do not pay bonuses and therefore have no information to report in this area.

Quartile Information

The table below shows the number of male and female employees in each quartile pay band, alongside the percentage of male and female employees comprising each quartile.

		Number of employees in each quartile pay band	Proportion of employees in each quartile pay band
Upper	Male	25	37.31%
	Female	42	62.69%
Upper Middle	Male	25	36.76%
	Female	43	63.24%
Lower Middle	Male	15	22.06%
	Female	52	77.94%
Lower	Male	7	10.45%
	Female	61	89.55%

How do we use this gender pay gap information?

We use the information on the gender pay gap to assess the levels of gender equality in our workplace and the balance of male and employees at different levels. The challenge in our school and across the country is to eliminate any gender pay gap.

Why does our school have a gender pay gap?

It is clear from our data that we have significantly more female than male employees which is reflected across each of the Quartiles. However, there are substantially fewer male employees in the Lower Quartile which largely accounts for the overall negative mean and median gender pay gap for female employees. It is pleasing to report that in comparison to the year ending March 2024, the mean gender pay gap has reduced by 3.25% and the median gender pay gap has also reduced by 1.19%.

How is our school working to reduce the gender pay gap?

We will continue to promote equality in our recruitment and selection processes which may assist with narrowing the gender pay gap in the longer term.

Written statement

I confirm that the information has been prepared from our payroll data and fairly represents the Gender Pay Gap information for Wales High School Academy Trust.



Signed:

Name: Mrs Carol Brookes
HR Business Partner
Wales High School Academy Trust