



THE PEGASUS ACADEMY TRUST

Summary of Pegasus Academy Trust's Gender Pay Gap Report – Snapshot Date 5th April 2021

1. Introduction

- 1.1 On the 5th April 2021 Pegasus Academy Trust had a total of 293 staff. 259 Female staff and 34 Male staff. This equates to 12% Male and 88% Female.
- 1.2 The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requests employers to publish information on the following:
 - a) Percentage of men and women in each hourly pay quarter;
 - b) Mean (average) gender pay gap using hourly pay;
 - c) Median gender pay gap using hourly pay;
 - d) Percentage of men and women receiving bonus pay;
 - e) Mean (average) gender pay gap using bonus pay;
 - f) Median gender pay gap using hourly pay bonus pay
- 1.3 The Trust does not pay any member of staff bonus pay, therefore this data has not been included.

2. All Staff Mean & Median Data

- 2.1 The Gender Pay Gap Report shows that the average (or mean) rate of base hourly pay for female staff is £21.04 per hour compared to £24.82 per hour for male staff.
- 2.2 This equates to a 15% Mean Gender Pay Gap for hourly pay across the Trust between male and female staff. In comparison the percentage for 2020 was 18.96%
- 2.3 The report also shows that the median rate of base pay for female staff is £15.17 per hour which is less than the median rate of pay for male staff which is £17.22 per hour.
- 2.4 Therefore, the Gender Pay Gap for the median rate of base pay across the Trust between male and female staff is 11.9%. In comparison the percentage for 2020 was 29.28%

3. All Staff Quartile Data

- 3.1 The regulations ask employers to show their proportion of males and females in each quartile pay band. These are as follows:
- 3.2

Members of staff in Lower Quartile:	Female 96%	Male 4%
Members of staff in Lower Middle Quartile:	Female 88%	Male 12%
Members of staff in Upper Middle Quartile	Female 86%	Male 14%
Members of staff in Upper Quartile:	Female 84%	Male 16%

4. Summary

- 4.1 **Mean (average) and Median Data.** The data shows an improvement from 2020 to 2021 as there is a decrease in the mean Gender Pay Gap for hourly pay across the Trust between male and female staff and also in the median rate of base pay across the Trust between male and female staff.
- 4.2 Although the Pegasus Academy Trust adopt the recommended STPCD and GLPC pay scales for their roles which promote equality for male and female employees, there is still a gender pay gap. This is because there are significantly less male employees and therefore less male data to calculate the mean and median figures. This will make the mean and median figures appear higher even though in reality a male and a female employee paid on the same scale point will be paid the same salary.
- 4.3 This is supported by the overall staff ratios of 88% females compared to only 12% of males.

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Pegasus Academy Trust