

THE CHALLENGE ACADEMY TRUST

2024-25 Gender pay gap report (snapshot date: 31/03/2024)

INTRODUCTION

The Challenge Academy Trust is an employer required to report on the gender pay gap within its workforce. The gender pay gap is the difference between the average (mean or median) earnings of men and women, expressed as a percentage of men's earnings. The Trust is obliged to calculate, report and publish the following gender pay gap figures:

1. percentage of men and women in each hourly pay quarter,
2. mean (average) gender pay gap using hourly pay,
3. median gender pay gap using hourly pay,
4. percentage of men and women receiving bonus pay,
5. mean (average) gender pay gap using bonus pay,
6. median gender pay gap using bonus pay.

The 'snapshot date' for the Trust is 31 March, with a deadline for reporting and publishing the gender pay gap information by 30 March the following year. The snapshot date for this report is 31 March 2024.

Main gender pay gap figures

- women earned 70p for every £1 that men earned (comparing median hourly pay)
- women made up 61.3% of employees in the highest paid quarter, and 82.2% of employees in the lowest paid quarter

Hourly Pay

- women's median hourly pay was 29.5% lower than men's – this means they earned 70p for every £1 that men earned when comparing median hourly pay
- women's mean (average) hourly pay was 16.2% lower than men's

Pay Quarters

Women made up:

- 61.3% of employees in the upper hourly pay quarter (highest paid jobs)
- 71.4% of employees in the upper middle hourly pay quarter
- 74.4% of employees in the lower middle hourly pay quarter
- 82.2% of employees in the lower hourly pay quarter (lowest paid jobs)

Bonus Payments

No bonus payments were made to employees.