Castle Phoenix Trust

Gender Pay Gap Report as at 31 March 2025

In accordance with The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 this report gives a snapshot of the gender balance within an organisation. It measures the difference between the average earnings of all male and female employees, irrespective of their role or seniority.

The information contained in this report was obtained from a 'snapshot' date of 31 March 2025. On this date the schools in our Trust were: Caludon Castle, Charter Primary, Foxford, Hill Farm, Richard Lee and Kingsbury. Our central team are also included in the statistics.

Castle Phoenix Trust is an equal opportunities employer. We support the fair treatment of all staff, irrespective of gender through our transparent policies including:

- Professional Growth Policy
- Pay Policy
- Equality Policy
- Safer Recruitment Policy

No Employees / Contracts			
	Male	Female	Total
Overall	139	495	635

Mean pay (hourly rate)		
Male	Female	Pay Gap
£35.03	£25.36	27.6%

Median pay (hourly rate)		
Male	Female	Pay Gap
£31.11	£20.54	34%

The trend from previous snapshot data in March 2024 indicates that:

- The number of female employees in our Trust continues to be significantly higher than male employees at 78% compared to male at 22%. The number of male employees has reduced by 2.7% since last year.
- The mean pay gap has increased by 8.4% from 18.2% last year to 27.6% this year.
- The median pay gap has increased to 34% which is 5.2% higher than last year (28.8%).

	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile	Total
Male	7%	21%	28%	28%	21%
Female	93%	79%	72%	72%	79%

The trend from the previous snapshot date of 31 March 2024 outlines that:

- In the lower quartile, male employees represent 7% of the workforce and female employees represent 93%) the same figures as last year.
- In the lower middle quartile, male employees represent 21% of the workforce (this has increased from 19% previously) and female employees 79% (which has reduced from 81% previously).
- In the upper middle quartile, male employees represent 28% of the workforce (as opposed to 25% previously) and female employees 72% (as opposed to 75% previously)
- In the upper quartile, male employees represent 28% of the workforce (which has increased from 26%) and female employees has reduced to 72% (74% previously).

The March 2025 data continues to show that Castle Phoenix Trust has a predominantly female workforce across all pay quartiles, with strong female representation maintained at every level of the organisation. The lower quartile remains stable compared to the previous year, reflecting consistency in workforce composition. Across the middle and upper quartiles there has been a modest increase in male representation; however, women continue to hold the majority of roles, including at senior levels. These trends provide ongoing assurance that the Trust's pay and progression practices remain fair, transparent and gender-neutral. Castle Phoenix Trust remains committed to equal pay principles and continues to operate in line with equal pay legislation and best practice.

No employees received any bonus payments within the Trust. The figures set out have been calculated using the standard methodologies used in the Equality Act 2010 Gender Pay Gap Information Regulation 2017 and the ACAS Guidance Managing the Gender Pay Gap. We calculated the pay scales for all teaching staff that are aligned to the School Teachers' Pay and Conditions document which is reviewed on an annual basis. For support staff, the pay scales set by the National Joint Council for Local Government Services inform our payrates. Staff move through the pay scales grade based on a thorough and robust appraisal process, meaning earnings are based on performance outcomes, irrespective of their gender.

The job roles that feature in the lower quartiles are non-teaching posts. These posts attract a lower rate of pay than the teaching and higher-level non-teaching posts which are in the upper and top quartiles. The majority of the roles in the lower quartiles are worked on a part time and term time only basis, largely filled by people who are seeking to balance the demands of a role with other commitments. Predominantly, the posts across the Trust which command lower average rates of pay are occupied by females. Overall, the workforce continues to be predominantly female with the majority of both teaching and non-teaching roles being undertaken by women.

Although equal pay and the gender pay gap look at differences between women's and men's pay, they are two different issues and this needs to be remembered when reading this report. Equal pay is the right for men and women to be paid the same when doing the same or equivalent work. This is a legal requirement that we are committed to upholding at Castle Phoenix Trust. Gender pay gap is a measure of the difference between men's and women's average earnings across an organisation. All roles across the organisation are included in calculating the average earnings figure and it is expressed as a percentage of men's earnings

As a Trust we continue to be committed to equality of opportunity. We do not discriminate when making decisions pertaining to recruitment, performance management, promotion or professional development, and we value diversity and the different contributions that all members of our staffing community are able to make. We continue to hope to attract and retain colleagues by enabling both genders to participate across all levels of the workforce.

We also recognise the need to continue to develop working practices in order to support the changing needs of colleagues, including professional development, career pathways and supporting colleagues to balance work against commitments at home, providing opportunities for flexible working and career breaks.