Furness Education Trust Gender Pay Gap Report 2024

SNAPSHOT DATE: 31ST MARCH 2024

Proportion of male and female employees according to quarter pay bands

	QUARTER 1 (LOWER)	QUARTER 2 (LOWER MIDDLE)	QUARTER 3 (UPPER MIDDLE)	QUARTER 4 (UPPER)
Male (% males to all employees in each quarter)	**5.7%**	**12.4%**	**11.4%**	**21.9%**
Female (% females to all employees in each quarter)	**94.3%**	**87.6%**	**88.6%**	**78.1%**

Difference in mean and median hourly rates of pay

	DIFFERENCE IN THE MEAN HOURLY PAY	DIFFERENCE IN THE MEDIAN HOURLY PAY
Pay gap. % difference male to female	27.5%	43.5%

Proportion of male and female employees who were paid bonus pay

	PROPORTION RECEIVING A BONUS
Male employees (% paid a bonus compared to all male employees)	**N/A**
Female employees (% paid a bonus compared to all female employees)	**N/A**

Difference in mean and median bonus pay

	DIFFERENCE IN THE MEAN BONUS PAY	DIFFERENCE IN THE MEDIAN BONUS PAY
Pay gap. % difference male to female	**N/A**	**N/A**

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SUPPORTING STATEMENT

I can confirm that the information published here is accurate.

Signature: ..... Date: 4th March 2025

Status/position: Chief Executive Officer

SUPPORTING NARRATIVE

Of the 371 employees in the data set, 87% of employees are female and 13% are male.

The membership of our Trust (5 Primary and 1 Secondary) has an influence on the gender make-up and proportionate salaries.

The workforce is predominately female therefore the gap between the 'average' female hourly rate of pay and the 'average' male hourly rate of pay is significantly affected. The Trust believes all women and men are paid an equivalent salary for the same job role. Whilst opportunities are open to all staff, those who apply to work in roles within the lower quartiles (lunchtime supervisors/teaching assistants), are overwhelmingly female.

The pay rises given to teaching and non-teaching staff have impacted the gender pay gap. Teaching staff were given a 6.5% pay increase, with support staff receiving a pay increase of £1925.

The teaching staff cash pay increase, for all scales, is higher than the cash increase given to non-teaching staff The majority of male staff within the trust hold teaching staff posts, whereas non-teaching staff are, in a large majority, female.

Furness Education Trust supports our staff with a number of family friendly provisions such as flexible and part time working which our (predominantly female) employees (including senior leaders) choose to apply for.

There has been an increase in the percentage of female staff in the upper quarter pay band.

The majority of school-based support staff are also term-time only. There are far more female applicants for these roles than there is male.

The overall gender pay gap therefore reflects workforce composition rather than pay inequalities.