
Gender Pay Gap 2024



Main Gender Pay Gap Figures

In this organisation:

- Women earned 61 pence for every £1 that men earned (comparing median hourly pay).
- Women made up 90.1% of employees in the highest paid quarter and 96.7% of employees in the lowest paid quarter.

Hourly Pay

In this organisation:

- Women's median hourly pay was 39.1% lower than men's – this means they earned 61p for every £1 that men earned when comparing median hourly pay.
- women's mean (average) hourly pay was 34.4% lower than men's.

Pay Quarters

In this organisation women made up:

- 90.1% of employees in the upper hourly paid quarter (highest paid jobs),
- 89.0% of employees in the upper middle hourly pay quarter,
- 98.9% of employees in the lower middle hourly pay quarter new line,
- 96.7% of employees in the lower hourly pay quarter (lowest paid jobs).

Bonus Pay

- In this organisation no bonuses were paid.

Supporting statement

Frays Academy Trust is committed to the promotion of equal opportunity and supports the fair treatment of all staff regardless of gender, through transparent policies and processes. All roles within the Trust are advertised following our human resources policies and aligned with nationally agreed pay scales. Staff carrying out roles within the same pay band are paid the same irrespective of gender.

Understanding the Gender Pay Gap 2024: Our workforce comprised of 341 female colleagues (94%) and 23 male colleagues (6%). Of the 23 male colleagues, 19 (83%) were in the upper or upper middle hourly quarters which has a noticeable impact on the data.

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