

GENDER PAY GAP 2023

PRODUCED BY DATAPLAN PAYROLL LIMITED



PAY DATA

DIFFERENCE IN HOURLY RATE

MEAN	MEDIAN
Women's mean hourly rate is 31.1% lower than men's	Women's median hourly rate is 36.7% lower than men's

When comparing mean hourly rates, women earn **68.9p for every £1** men earn

When comparing median hourly rates, women earn **63.6p for every £1** men earn

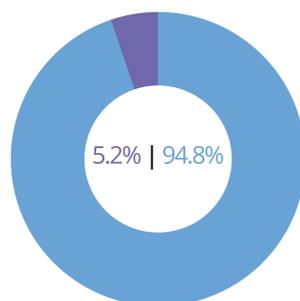
PAY QUANTILES



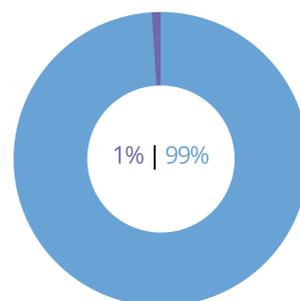
MALE



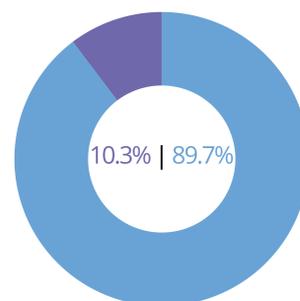
FEMALE



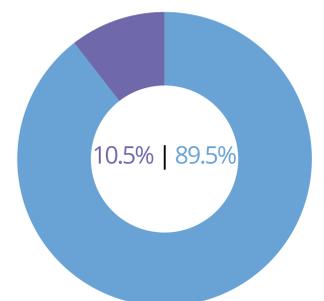
Quartile 1
(lower)



Quartile 2



Quartile 3



Quartile 4
(upper)

The image below shows the gender distribution at FRAYS Academy Trust when colleagues are placed into four equally sized quartiles based on pay

A message from the Chief Executive Officer at FRAYS Academy Trust

LDBS Frays Academy Trust, in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, is required to report on the pay gap between our male and female employees. We are a public sector body and have a data capture date of 31 March each year. This report captures data for the year ending March 2023.

It is essential to distinguish the gender pay gap from equal pay. The gender pay gap reveals the differences in average pay/earnings between men and women, irrespective of their positions. In contrast, equal pay ensures that individuals of different genders, undertaking the same, similar, or equally valuable work, receive equal compensation. Consequently, the presence of a pay gap does not necessarily imply that men earn more than women for performing identical roles.

LDBS Frays Academy Trust is committed to the promotion of equal opportunity and supports the fair treatment of all staff irrelevant 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 2023: Our workforce comprises of 358 female colleagues (93%) and 26 male colleagues (7%). Whilst 10 male colleagues are in the top quartile the small number of males in the organisation dis-proportionality reflect in the statistics. However, due to the small number of men in the organisation, there is a noticeable impact on the statistical representation.

Chris Cole

Chris Cole | Chief Executive | FRAYS Academy Trust

We confirm the data reported is accurate. In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, FRAYS Academy Trust is required to carry out Gender Pay Gap Reporting.