

GENDER PAY GAP 2022

FRAYS ACADEMY TRUST



PAY DATA



DIFFERENCE IN HOURLY RATE

MEAN	MEDIAN
Women's mean hourly rate is 35.2% lower than men's	Women's median hourly rate is 44.5% lower than men's

In other words, when comparing mean hourly rates, women earn **74.8p for every £1** men earn

In other words, when comparing median hourly rates, women earn **65.5p for every £1** men earn



PAY QUARTILES

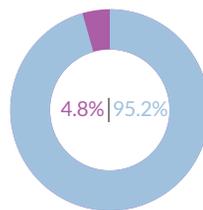
The image across shows the gender distribution at FRAYS Academy Trust when colleagues are placed into four equally sized quartiles based on pay



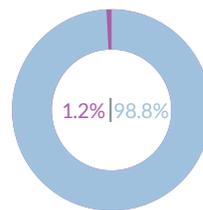
MALE



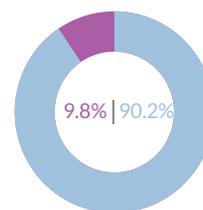
FEMALE



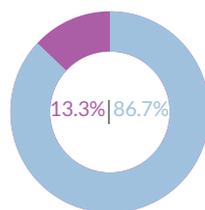
Quartile 1 (lower)



Quartile 2



Quartile 3



Quartile 4 (upper)

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 2022.

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.

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.