

Gender Pay Gap Reporting 2024 - 2025

1. Context

Legislation requires employers with 250 or more employees to publish their gender pay gap data by 30th March each year. This information, which is based on statutory calculations, provides 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.

Public bodies, including multi-academy trusts, must publish the following data captured on 31 March of the preceding year:

- **Mean* Gender Pay Gap**
- **Median* Gender Pay Gap**
- **Mean Bonus Gender Pay Gap**
- **Median Bonus Gender Pay Gap**
- **Proportion of males and females who received bonus pay**
- **Proportion of males and females in each of four quartile pay bands**

** The **mean** (average) of a data set is found by adding all numbers in the data set and then dividing by the number of values in the set. The **median** is the middle value when a data set is ordered from least to greatest.*

Employment roles within the Trust remain open to applicants of any gender. National pay scales for Teachers and Support Staff are adopted for all posts and our employment terms, conditions and practices ensure that men and women receive equal pay for “like” work, work rated as equivalent, and work of equal value.

Note: As the reporting date for 2024 preceded the merger of Gippeswyk Community Educational Trust (GCET) and John Milton Academy Trust (JMAT), Gender Pay Gap data must be reported separately for each Trust. JMAT had fewer than 250 employees (excluding casual staff) on the snapshot date of 31 March 2024 and is not, therefore, required to report its gender pay gap. However, in view of our commitment to equality and to ensure transparency, we have decided to publish this data.

2. Gender Pay Gap Data (31 March, 2024)

a. Hourly Rate and Bonus Pay

	Former GCET	Former JMAT
Mean gender pay gap	21.7%	19.8%
Median gender pay gap	49.6%	41.9%
Mean bonus pay gap	0%	0%
Median bonus pay gap	0%	0%
Proportion of males receiving bonus pay	0%	0%
Proportion of females receiving bonus pay	0%	0%

b. Employees by Pay Quartile

Former Gippeswyk Community Educational Trust

Employees	Upper Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile
Proportion of Females in Quartile	64.9%	71.6%	80.9%	82.1%
Proportion of Males in Quartile	35.1%	28.4%	19.1%	17.9%

Former John Milton Academy Trust

Employees	Upper Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile
Proportion of Females in Quartile	64.4%	79.7%	83.00%	83.3%
Proportion of Males in Quartile	35.6%	20.3%	17.00%	16.7%

3. Bench Marking

As at the reporting date, at least three quarters of each Trust's workforce were female, 75% GCET and 78% JMAT, with high representation in the lower pay quartiles. This is in line with sector data published by the House of Commons Library, briefing paper 7068, published on 8 November 2024: [The Gender Pay Gap](#)

4. Key Points

- The mean and median pay gaps reflect the much higher percentage of female employees across both former Trusts seeking support posts in the lower middle and lower pay quartiles
- The proportion of males and females in the upper quartile is closer than in any of the other pay bands in the Trusts indicating that senior posts can be accessed equally by both male and female employees.
- Both Trusts recorded a similar gender pay gap in 2023 and 2024
- The benchmarking exercise undertaken indicates that the Trust is operating in line with others in the education sector

5. Next Steps

Following the merger of GCET and JMAT in September 2024, the newly formed Oxlip Learning Partnership proposes the following actions in response to this report:

- a. To maintain career and professional development pathways for all employees, including those in teaching and administrative support roles so that progression remains an option for all staff;
- b. To continue to review support staff job descriptions and job families, ensuring roles are correctly evaluated and appropriate benchmarks are used;
- c. To undertake further analysis and review of gender pay gap data and education specific reporting measures.

Signed by:



Shaun Common, Chief Executive Officer