

Gender Pay Gap Report 2024/25

Snapshot Date 31st March 2025

Requirement

In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 the Diocese of Gloucester Academies Trust (DGAT) is required to publish information regarding pay gaps between male and female employees.

The overall gender pay gap is defined as the difference between the mean (average) or median (actual midpoint) hourly rate of pay of male and female employees.

Results

The results of the statutory calculations are as follows:

1. Employees by Pay Quartile

As shown in the following table, DGAT has a high proportion of women to men in all quartiles. We continue to proactively work to support the development of staff into middle and senior leadership roles in the Trust.

Quartile	Male	Female
Upper quartile	13%	87.0%
Upper middle quartile	5.8%	94.2%
Lower middle quartile	5.1%	94.9%
Lower quartile	6.1%	93.9%

2. Mean Gender Pay Gap for Hourly Pay

The difference in the mean hourly rate of pay between male and female employees is 23.0%.

3. Median Gender Pay Gap for Hourly Pay

The difference in the medium hourly rate of pay between male and female employees is 37.3%.

4. Bonus Pay Percentages

The difference in the percentage of male and female employees receiving a bonus is 0%.

5. Mean Bonus Gap

The difference in the mean pay bonus between males and female employees is 0%.

6. Medium Bonus Gap

The difference in the medium pay bonus between males and female employees is 0%.

Supporting Narrative

In common with most educational organisations, the Diocese of Gloucester Academies Trust employs more female full-time equivalent employees than male. During the year DGAT had staff contracts with 83 male and 1028 female employees. This represented a combined full time equivalent of a total number of 544 employees. The difference is due to the number of employees having multiple contracts.

All posts within DGAT are aligned to nationally standardised pay scales and our male and female members of staff are paid within the same pay band for the same role. Therefore, DGAT is confident that our male and female staff members are paid equally for equivalent jobs.

The Diocese of Gloucester Academies Trust is committed to the promotion of equality of opportunity and choice for employees and supports fair treatment of all staff regardless of gender through robust and transparent recruitment processes, pay policy and professional development.

Declaration

I confirm that the above information has been prepared from our payroll data on the snapshot date and fairly represents the Gender Pay Gap information from the Diocese of Gloucester Academies Trust.

Signed:

A handwritten signature in blue ink that reads "R. Howie". The signature is written in a cursive style and is positioned above a horizontal line.

Date: 30th June 2025

Rachel Howie

Chief Executive Officer