STOWE VALLEY MULTI ACADEMY TRUST

GENDER PAY GAP REPORTING 2024

This report is produced under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 for Stowe Valley MAT. As a public sector body with over 250 employees we have a duty to measure and report on our gender pay gap. Our data capture date is 31st March in each year.

At the end of March 2024, Stowe Valley MAT consisted of 3 secondary schools, 6 primary schools and 1 All-through school. This was the same structure as the end of March 2023 apart from the new all-through school which opened in September 2023 and consisted of 1 year group of Year 7 students for the academic year 2023-24. The school will grow organically with a Reception cohort and another Year 7 cohort added in September 2024 etc.

We are committed to the promotion of equality and opportunity and choice for employees and support the fair treatment of all staff irrespective of gender through our transparent recruitment processes, pay policy and professional development. All our posts are aligned to nationally agreed pay scales and our male and female staff are paid within the same pay band for the same job role.

The workforce is predominantly female and particularly in the lower 2 quartiles, therefore the gap between the average female hourly rate of pay and the average male hourly rate of pay is significantly affected. This is a normal pattern in schools as many roles which are family friendly attract a much higher proportion of female applicants such as catering assistants, midday supervisors, cleaners and administration staff, which are also mostly lower paid roles in education. Recent higher percentage increases to salaries at the lower end of the NJC Pay Scales had seen the gap narrowed to some degree but larger pay % increases of teaching salaries again this year has seen it widen slightly again.

Stowe Valley Multi Academy Trust does not pay bonuses and therefore are only required to report on the following:

- The difference in the mean pay of full pay men and women expressed as a percentage
- The difference in median pay of full pay men and women expressed as a percentage
- The proportion of full pay men and women in each of the four quartile bands

Mean Gender Pay Gap

The difference between the mean hourly rate of pay of all male and female full pay relevant employees is 19.69%.

Median Gender Pay Gap

The difference between the median hourly rate of pay of all male and female full pay relevant employees is: 40.92%

Quartile Gender Pay Gap

Quartile	Male %	Female %
Lower quartile	12.3%	87.7%
Lower middle quartile	16.0%	84.0%
Upper middle quartile	16.0%	84.0%
Upper quartile	27.8%	72.2%

I can confirm that the above information has been prepared from our payroll data on the snapshot date and fairly represents the Gender Pay Gap Information for Stowe Valley Multi Academy Trust.

Signed:



Ranjit Samra
Accounting Officer

Date: 11.2.25