



**ATHENA**  
LEARNING TRUST

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# Gender Pay Gap Report 2024

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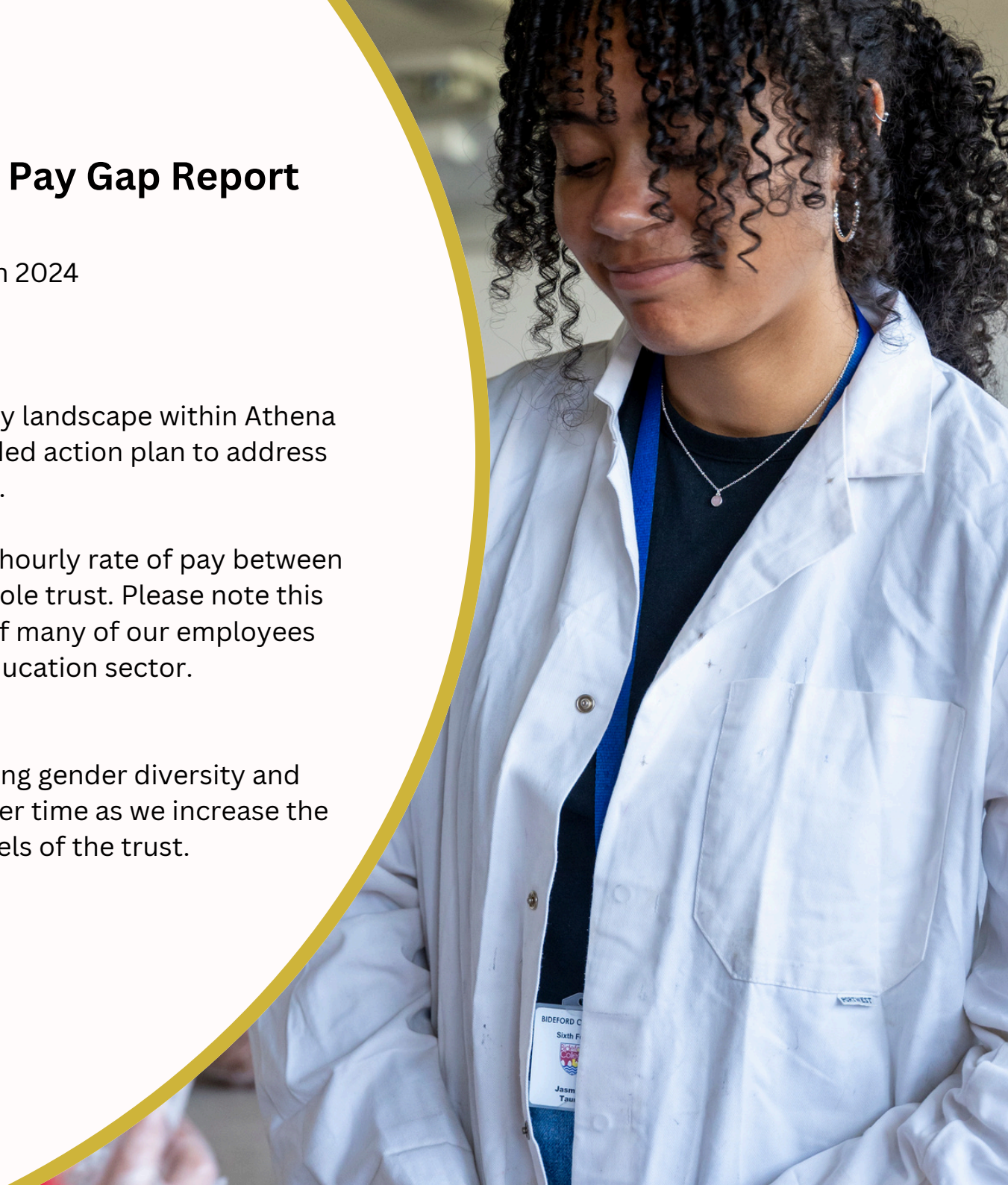
# Athena Learning Trust Gender Pay Gap Report 2024

Snapshot taken from March 2024

This report is intended to outline the gender pay landscape within Athena Learning Trust providing context and an intended action plan to address any areas for concern.

The gender pay gap is the difference in average hourly rate of pay between our male and female employees across the whole trust. Please note this also takes into account the part time nature of many of our employees given the term time nature of the education sector.

As a trust, we are fully committed to improving gender diversity and acknowledge that our pay gap will fluctuate over time as we increase the number of women working at all levels of the trust.





**The Statistics**

Over the past 12 months, the trust have seen little variation in the overall representation of gender pay in the workforce; although we can see a slight improvement.

Looking more closely though we can see that proportionally, there is more male representation across the upper quartile ranges.



**Mean  
Gender Pay  
Gap  
19.01%**

**Median  
Gender Pay  
Gap  
51.19%**

**67.60%  
female  
workforce**

**79.58%  
lower  
quartile  
female**

**54.17%  
upper  
quartile  
female**

	LQ	LMQ	UMQ	UQ
male	5.10%	7.29%	8.54%	13.54%
female	19.90%	17.71%	16.46%	11.46%

## Quartile Ranges

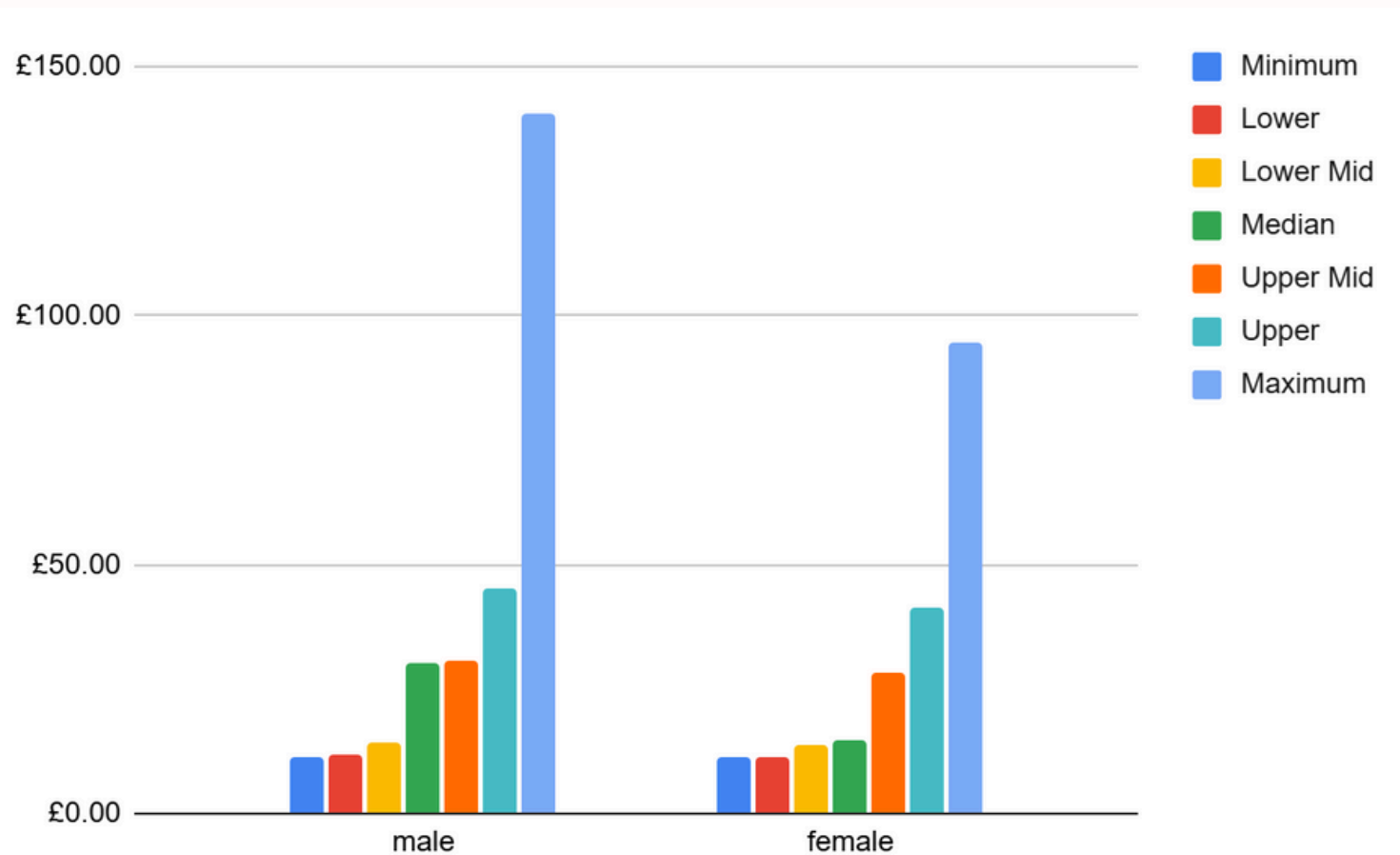
Due to the high ratio of female (67.60%) to male (32.40%) employees, we would expect to see this representation mirrored across the trust . However, it is clear that the the split is higher than it should be in the lower quartile; and lower in the upper middle and upper quartile than we would expect. This suggests that the gender pay gap we still have is largely to do with misrepresentation of female employees in those higher paid more senior posts.



	LQ	LMQ	UMQ	UQ
Male	20%	29%	34%	46%
Female	80%	71%	66%	54%

There are also examples in both the female and male cohorts of extreme outliers which could skew the data. However, removing the top three salaries out for both genders still leaves a 18% difference suggesting there is little impact overall.

What is clear from the data is that a significant proportion (53%) are paid in the lower or lower mid hourly rate range. This can be broken down to 13% (38%) of males and 40% (62%) of females. What is positive, is that this is largely representative of our male:female split and is an encouraging picture in our journey to pay equity.



## Key Takeaways

- **We have a gender pay gap but we know why:** As a result of our lower paid jobs offering extreme flexibility that support family friendly working, we continue to see a high proportion of female employees undertake these roles. This mimics the national picture for females being the primary caregiver and often working part time to support this. Whilst we have a larger than typical female to male ratio, we still continue to see more male employees progress to senior roles.
- **We are making progress on reducing the gap:** Whilst we haven't seen a reduction in the gender pay gap % this year, we have also seen an increase in male representation in our workforce. We have also seen a decrease in the number of females in our lower quartile range.
- **We are dreaming big for minimising the gap:** We continue to see many of our executive leader roles held by female employees. We are working hard to monitor and encourage diversity across the trust and eliminate any gender bias. We continue to review our pay and "work-life balance friendly" policies and ensure that as we move forward we not only champion the reduction of the gender pay gap but also pay equality and flexibility in our trust. We look to the future and invest in our talent to ensure everyone has the opportunity to develop and succeed in our trust.

## Key Focus 2025

Work-Life Balance Policies  
Executive Pay Policy  
Leadership Training