
GENDER PAY GAP REPORT 2024

Jennie Kieran, Director of People and Culture

This gender pay gap report is published in accordance with The Equality Act 2010 (Specific Duties and Public authorities) regulations 2017. The report is based on data for the snapshot date of 31 March 2024. The figures set out under the required 6 metrics, have been calculated using the methodologies detailed in the regulations. The report covers The Sir John Brunner Foundation Multi Academy Trust, comprising The County High School, Leftwich; Middlewich High School, The Macclesfield Academy and Sir John Deane's Sixth Form College.

1. Mean gender pay gap in hourly pay: 21.67%

This means male employees were paid an average of 21.67% more than female employees, when expressed as a mean. This is comfortably within the range of educational sector benchmarking (those that have reported for 2024)

2. Median gender pay gap in hourly pay: 39.2%

This means male employees were paid an average of 39.2% more than female employees, when expressed as a median. This is comfortably within the range of educational sector benchmarking (those that have reported for 2024)

3. Mean bonus gender pay gap: 0

No bonuses were paid

4. Median bonus gender pay gap: 0

No bonuses were paid

5. Proportion of males and females receiving a bonus payment

No bonuses were paid

6. Proportion of males and females when divided into four groups ordered from lowest to highest pay

	Male	Female
Lower quartile	17.5%	82.5%
Lower middle quartile	21.7%	78.3%
Upper middle quartile	33.3%	66.7%
Upper quartile	41.7%	58.3%

7. Additional information

The organisation continues to employ more female than male colleagues (60% female 40% male).

Pay is governed by set salary scales, determined nationally and applied consistently regardless of gender. Decisions relating to recruitment, selection, promotion or additional responsibility is based firmly on objective justifications, and not on gender (or any other protected characteristic).

The gender pay gap apparent within these results is, and will continue to be, due to the higher proportion of female employees in support staff roles. Support staff roles generally attract lower salaries than compared to teaching roles, furthermore the term-time only nature of many of these roles mean these salaries are reduced due to pro-rating. It is important to note however, term-time roles are considered a flexible working option, and are sought after as they provide significant time off and flexibility around school holiday periods, which continue to be a useful recruitment strategy and support colleagues to develop a career whilst balancing other non-work commitments or interests.

It is important to recognise that the gender pay gap exists within educational establishments due to the very different terms and conditions between teachers and support staff, that are nationally set. When conducting the calculations for teachers and support staff independently of one another, there is a significantly less gender pay gap.