

Gender Pay Gap Report 2025

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 2025. 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: 24.32%

This means male employees were paid an average of 24.32% 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). This figure has increased since last year.

2. Median gender pay gap in hourly pay: 46.17%

This means male employees were paid an average of 46.17% 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). This figure has increased since last year.

3. Mean bonus gender pay gap: 46.67%

Bonuses relate to golden hellos

4. Median bonus gender pay gap: 46.67%

Bonuses relate to golden hellos

5. Proportion of males and females receiving a bonus payment

1.33% of Males received bonus payment

0.2% of females received bonus payment

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

	Male	Female
Lower quartile	13.3%	86.6%
Lower middle quartile	16.6%	83.3%
Upper middle quartile	32%	68%
Upper quartile	40.3%	59.6%

7. Additional Information

The organisation continues to employ more female than male colleagues (70% female 30% male, compared to 60%/40% last year).

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, coupled with the method of calculating hourly rates for teachers exaggerates this figure. It is important to note however, term-time roles continue to be considered a flexible working option, and are sought after as they provide flexibility around school holiday periods. This continues 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.