

IRONSTONE ACADEMY TRUST

Gender Pay Gap reporting statement 2025

Ironstone Academy Trust is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation.

Employee overview

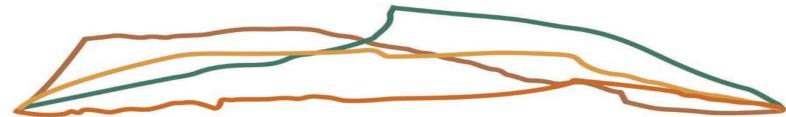
Our gender pay gap information is based on the total number of male and female full-pay employees. This is as follows:

| Gender | Total number of full-pay employees |
|--------|------------------------------------|
| Male | 18 |
| Female | 212 |

Mean and median information

The table below shows the percentage gap in hourly and bonus pay between our male and female full-pay employees.

| | Female | Male | Bonus Pay Mean | Bonus Pay Median |
|------------|---------------|---------------|----------------|------------------|
| Mean Pay | £19.11 | £21.14 | 0 | 0 |
| Median pay | £15.05 | £19.11 | 0 | 0 |
| Gap% | 9.60% | 9.41% | 0 | 0 |



Proportion of employees receiving bonuses

The table below shows the total number of male and female employees receiving bonuses, alongside the percentage as a total of either female or male employees.

| Gender | Total number of employees receiving bonuses | Proportion of employees receiving bonuses |
|--------|---------------------------------------------|-------------------------------------------|
| Male | 0 | 0 |
| Female | 0 | 0 |

Quartile information

| | | Proportion of employees in each quartile pay band |
|-----------------------|--------|---------------------------------------------------|
| Upper quartile | Male | 27.33% |
| | Female | 72.67% |
| Upper middle quartile | Male | 27.66% |
| | Female | 72.34% |
| Lower middle quartile | Male | 26.02% |
| | Female | 73.98% |
| Lower quartile | Male | 17.58% |
| | Female | 82.42% |

The table below shows the percentage of male and female employees comprising each quartile.

How do we use this gender pay gap information?

Ironstone Academy Trust continues to operate as an equal opportunities employer and does not discriminate in any way (as defined by the Equalities Act 2010 and other relevant legislation), regarding recruitment, performance management and employee career development opportunities. We use this information to further develop strategic roles within the trust schools and to ensure fairness. We can use the results to assess;

- The levels of gender equality in our workplace
- The balance of male and female employees at different levels
- How effectively talent is being maximised and rewarded



Why does our trust have a gender pay gap?

The gender pay gap is contextualised by the quartile banding analysis above. This demonstrates that there are proportionally greater numbers of women occupying lower paid roles than men. Other than apprentices, the lower paid roles include, for example, cleaners, catering assistants, midday supervisors, roles that without organisational influence are currently held by more women than men.

There may be cultural reasons why these roles attract greater number of female workers. For example, the roles described above are part-time and as such attract such workers who choose to combine part time working with childcare. The overall gender pay gap therefore reflects workforce composition rather than pay inequalities.

How is our trust working to reduce the gender pay gap?

Ironstone Academy Trust is committed to equality of opportunity in recruitment, development, pay progression and values the diversity of its workforce. We will continue to ensure that decisions made in relation to recruitment, development, pay progression and bonus pay can be evidenced against clearly defined and robust criteria. All our posts are aligned to nationally agreed pay scales and our males and females are paid within the same pay band for the same job role.

Written statement

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

I, Carl Faulkner confirm that the above data is factually correct.

Signed: *Carl Faulkner* CEO/Accounting Officer – Ironstone Academy Trust

Date: 30/01/2026