



Gender Pay Gap Reporting – 2024/25

This report contains the information that North Star Community Trust is legally required to provide at the snapshot date of 31 March 2025 . A gender pay gap refers to the differences in the average pay between men and women across all roles and job types. This is different from equal pay which is the requirement that people are paid equally for work of equal value. The gender pay gap requires us to report on male and female employees only.

The difference in the mean hourly rate of pay between male and female full pay relevant employees was **16.34%** (2023/24– 18.26%).

This is calculated by deducting the average hourly wage of women from the average hourly wage of men. The pay gap is the difference (%) between these hourly rates.

The difference in median hourly rate of pay between male and female full pay relevant employees was **24.93%** (2023/24 – 16.59%).

The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle salary.

The proportion of male and female full pay relevant employees in each of the four quartile pay bands was:

	Male	Female
Upper Quartile	33.75%	66.25%
Upper Middle Quartile	23.75%	76.25%
Lower Middle Quartile	28.75%	71.25%
Lower Quartile	6.25%	93.75%

No member of staff was paid a bonus during the year ended 31st March 2025.

The workforce is predominately made up of female employees (246) compared to men (74) and there are more women in each quartile. The breakdown for the reporting period is:

Gender	Percentage
Female	76.88%
Male	23.13%

North Star Community Trust is a diverse employer representing the local community it operates in and is made up of three primary academies and one secondary academy. In line with most education organisations, female staff make up the majority of the primary school workforce .

Currently although male employee’s make up a smaller % of the overall staffing, the highest % do fall in the upper quartile. The highest % of female staff fall within the lowest quartile. This reflects the fact that a significant number of female staff across North Star Community Trust work in school support

roles, such as business admin, teaching assistant roles and in the cleaning and catering workforce which are mainly positioned in the third and fourth quartiles.

The difference in mean hourly rate of pay has decreased from 18.26% in 2023/24 to 16.34% in 2024/25
We are committed to reducing the Gender Pay Gap.

As a Trust, North Star Community Trust seeks to promote and reward staff based on performance and irrespective of gender. This is evidenced by the number of female staff in senior positions within the Trust.

	Male	Female
Central Leadership Team	1	1
Head Teachers	1	3
Deputy Head Teachers	2	5
Heads of Service	4	4

All staff at North Star Community Trust are paid in accordance with the North Star Pay Policy, on the teaching or support staff pay scale, which is reviewed annually and is published and available to all staff.

