



GENDER PAY GAP REPORT

Data Snapshot Captured: 31st March 2025

SUMMARY

In compliance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, the STAR Multi Academy Trust (STAR MAT) is publishing this report to disclose the extent of any gender pay gap between its male and female employees. It is important to distinguish this from equal pay, which ensures men and women performing equal work receive equal remuneration.

STAR MAT is committed to equal opportunity and eradicating discrimination through fair and transparent recruitment, equitable pay policies, and professional development. Employment practices are regularly reviewed to ensure recruitment based on merit and ability. STAR MAT welcomes applications from individuals of all ages, cultures, and backgrounds.

Annual consultations with staff unions inform our pay policy. Employees performing equivalent roles are placed on the same pay band. Therefore, the reported gender pay gap (GPG) primarily reflects workforce composition rather than pay inequalities.

Our schools at the snapshot date included:

- Appleton Roebuck Primary School
- Brayton CE Primary School
- Kirk Fenton CE Primary School
- Kellington Primary School
- Monk Fryston CE Primary
- Riverside School, Tadcaster
- Saxton CE Primary
- Sherburn High School
- Sherburn Hungate Primary School
- South Milford Primary School
- Tadcaster Grammar School

GENDER PAY GAP ANALYSIS

Difference in mean and median hourly rate of pay:

The **mean gender pay gap** represents the difference between the average hourly rate of pay for male and female full-pay relevant employees. The **median gender pay gap** reflects the difference between the midpoint of male and female hourly earnings when ranked from lowest to highest. Both are expressed as percentages.

DIFFERENCE BETWEEN MALE AND FEMALE EMPLOYEES			
	2025	2024	2023
Mean gender pay gap	30.8%	25.3%	25%
Median gender pay gap	49.3%	39.2%	39.2%

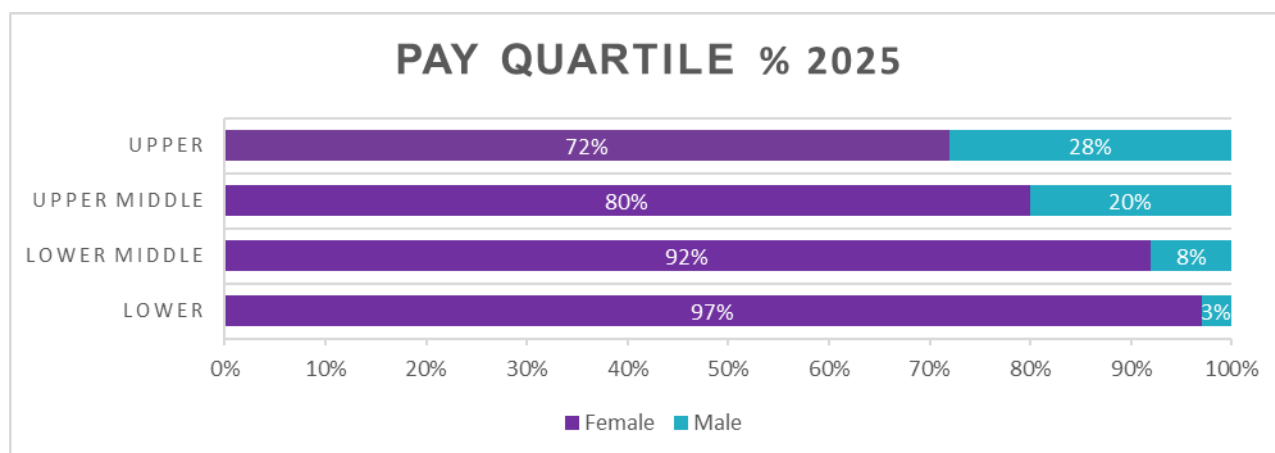
No bonuses were paid during the reporting period. Employee wellbeing initiatives, which are non-monetary, were excluded from calculations.

PROPORTION OF MALE AND FEMALE EMPLOYEES ACCORDING TO QUARTILE PAY BANDS

The data table below shows the percentage of men and women in each quartile when ordering hourly rates of pay. The total relates to the number of employees which make up that percentage in the quartile.

Quartile	Female	Males
Upper Quartile	72% (128 total)	28% (49 Total)
Upper Middle Quartile	80% (141 Total)	20% (36 Total)
Lower Middle Quartile	92% (162 Total)	8% (15 Total)
Lower Quartile	97 % (172 Total)	3% (5 Total)

Analysis of the past year's employee data reveals relative stability in gender distribution within the upper quartiles, with a marginal increase in female representation in the upper middle quartile. Conversely, a shift has occurred in the lower quartiles, demonstrating a reduction in male employees and a corresponding increase in female employees. This trend is likely influenced by the prevalence of flexible working hours in lower quartile roles, which may be more conducive to female employees' family and childcare commitments. Despite these changes, the overall percentage difference between male and female pay within the lower quartiles has remained relatively consistent.



SUPPORTING NARRATIVE

STAR MAT, as a charitable trust, adheres to the School Teachers' Pay and Conditions Document for teaching staff and the National Joint Council (NJC) for Local Government Services for support staff. All schools are within the North Yorkshire County Council Local Authority.

Senior leaders and teaching staff are remunerated via incremental pay scales based on performance, responsibilities, and experience. Support staff pay is determined through job evaluation, ensuring fair compensation for role complexity. STAR MAT promotes equal opportunities and ensures unbiased job evaluations and advertisements.

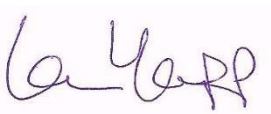
The disparity between the mean and median pay gaps suggests a skewed distribution of compensation for teaching and support staff. The median exceeding the mean indicates a potential prevalence of women in lower-paying positions, which lowers the average (mean), while a smaller segment of higher-earning men elevates it. Women comprise 85% of STAR MAT's workforce, with a notable proportion in lower-band roles. Variations in pay award structures are a key factor influencing observed pay differences. Teaching staff received a 5.5% pay increase, whereas support staff, who are primarily in the lower quartiles with higher female representation, received a fixed £1290 increase across all grades. This fixed amount, as opposed to a percentage-based increase, likely contributed

to the relative consistency of the percentage difference in pay within the lower quartiles. Several factors impact the analysis of the workforce. Approximately 32% of employees hold multiple contracts, necessitating careful consideration for accurate representation of individual pay distribution and gender demographics. Furthermore, an analysis of employee movement over the past year shows that 20% of departing employees were male, while only 15% of new hires were male.

All staff are valued and recognised for their contributions. Performance-related pay decisions are moderated by local governing body pay committees and ratified by the STAR MAT Board. 64% of leadership roles are held by women, significantly exceeding the national average, although this has decreased by 2% in the previous report. This still demonstrates strong female representation in senior positions, on average.

SUPPORTING STATEMENT

I confirm that the above information has been prepared from our payroll data on the snapshot date as of the 31st March 2025 and fairly presents the Gender Pay Gap information for The STAR Multi Academy Trust.

Signature: 

Name: Ian Yapp
Position: Chief Executive Officer
Date: 29th April 2025