



## GENDER PAY GAP REPORT 2025

The Diocese of Salisbury Academy Trust (DSAT) as an employer is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017; to demonstrate how large the pay gap is between our male and female employees.

We publish these results on our own website by 31<sup>st</sup> March each year.

We use these results to assess:

- the level of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.

The overall gender pay gap is defined as the difference between the mean (average) or median (actual midpoint) hourly rate of pay of male and female employees.

The results of these statutory calculations are:

### 1. Mean Gender Pay Gap

The difference between the mean hourly rate of pay that male and female full pay relevant employees receive is 27.80%. This is around 1.98% higher than in the previous year.

### 2. Median Gender Pay Gap

The difference between the median hourly rate of pay that male and female full pay relevant employees receive is 33.97%. This is around 1.21% higher than in the previous year.

### 3. Mean and Median Bonus Gap

DSAT does not pay bonuses to its employees.

### 4. The Proportion of males and females in each Quartile Pay Band

As displayed in the following table, DSAT has a much higher proportion of women in all quartiles. We continue to work proactively to support women into middle and senior leadership roles within the Trust.

Gender	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Female	97.68%	95.77%	90.35%	86.8%
Male	2.32%	4.23%	9.65%	13.13%

## Supporting Statement

DSAT is committed to the promotion of equality of opportunity and choice for employees and supports the fair treatment of all staff irrespective of gender through our transparent recruitment processes, pay policy and professional development. All our posts are aligned to nationally agreed pay scales and our male and female staff are paid within the same pay band for the same job role.

The Gender Pay Gap is a high level, non-adjusted indicator of male and female earnings which is affected by workforce distribution and workforce make-up.

The majority of staff are in the lower pay quartiles and the workforce is predominantly female. Therefore, the gap between the 'average' female hourly rate of pay and the 'average' male hourly rate of pay is significantly affected.

The overall pay gap reflects workforce composition rather than pay inequalities.

### **Declaration:**

I confirm that the above information has been prepared from our payroll data on the snapshot date and fairly represents the Gender Pay Gap information for the Diocese of Salisbury Academy Trust.

Name: Mark Lacey, Chief Executive Officer

Signed:

A handwritten signature in black ink, appearing to read 'Mark Lacey', is written over a light blue horizontal line. The signature is fluid and cursive, with a small dot at the end.