



## **Gender Pay Gap Report – Wigston Academies Trust**

**Snapshot date: 31<sup>st</sup> March 2025**

### **Difference in mean and median hourly rate of pay**

|  | <b>Difference in mean hourly pay</b> | <b>Difference in median hourly pay</b> |
|--|--------------------------------------|--|
| <b>Pay gap % difference make to female</b> | 14%                                  | 11%                                    |

### **Proportion of male and female employees according to quartile pay bands**

|   | <b>Quartile 1. Lower</b> | <b>Quartile 2. Lower middle</b> | <b>Quartile 3. Upper middle</b> | <b>Quartile 4. Upper</b> |
|---|--------------------------|---------------------------------|---------------------------------|--------------------------|
| <b>Male (% males to all employees in each quartile)</b>     | 26%                      | 21%                             | 26%                             | 33%                      |
| <b>Female (% females to all employees in each quartile)</b> | 74%                      | 79%                             | 74%                             | 67%                      |

### **Supporting Statement**

I confirm that the information published here is accurate.

Name

Mrs Sally Allen

Status / Position

Director of Finance and Operations

Date

### **Optional supporting statement**

Wigston Academies Trust uses a graded pay scheme which is adopted from the Local Authority. All job titles are paid on the same pay grade irrespective of gender