

Gender Pay Gap Analysis Report as at 31 March 2025

(For Publishing by March 2026)

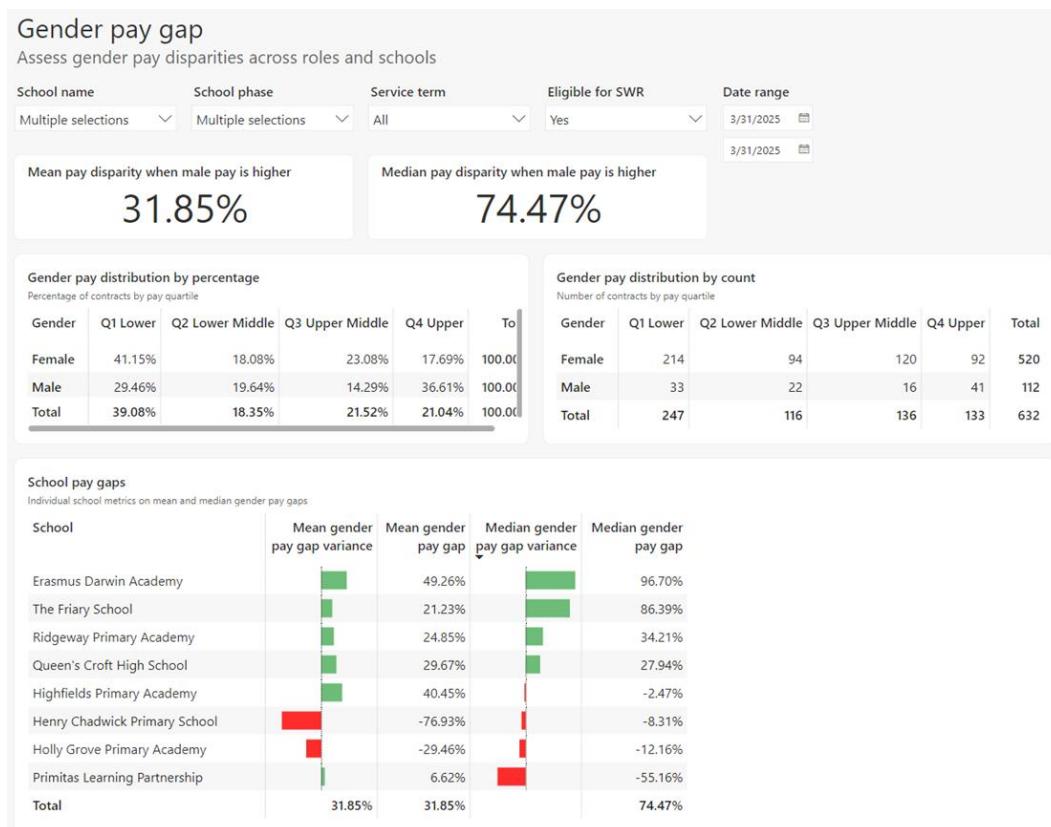
Values Statement

We pride ourselves on being a people-centric organization and one of our core values is *Inclusivity*, which is defined as believing that *everyone associated with the Trust is equally valued and respected as a unique individual with enormous potential, who has something precious and worthwhile to contribute to the whole*. Therefore, gender pay gap analysis and reporting is crucially important in order to show that we are committed to gaining a deep understanding potential barriers to inequality in the workplace, thus equipping us to challenge and address it wherever possible.



Gender Census Date 31 March 2025

Employers are required to provide data which shows any gap in the hourly rate between men and women, on both a median basis (the mid-point of the range) and the mean basis (the average of all in the range). The gap is broadly in line with other Trusts whom publish their data.



Analysis of Primitas Pay Gap Quartile Trends

Whilst we have more females in every quartile, the percentage of males increase in the upper two quartiles, hence the gender pay gap. The lower quartile is dominated by female employees. These include roles such as apprentice TA's, cleaners catering and nursery staff which are paid at the lowest points within the non-teaching national pay scale.

The Trust CEO is male and the CFOO is female. Across the 7 schools which were in our Trust on 31st March 2024, the headteachers (who are the highest paid individuals in their school and the highest paid staff in the Trust behind the CEO) are evenly split although secondary heads (who have the highest headteacher salaries) are both currently male. ISR Headteacher ranges are applied consistently and robust benchmarking is used for Trust Central roles. The gender gap for the upper quartile and overall is therefore accentuated.

Prior year Gender Census Data on 31 mar 2024

Mean pay disparity when male pay is higher

27.31%

Median pay disparity when male pay is higher

64.42%

Gender pay distribution by percentage

Percentage of contracts by pay quartile

Gender	Q1 Lower	Q2 Lower Middle	Q3 Upper Middle	Q4 Upper	Total
Female	41.85%	20.63%	20.43%	17.09%	100.00%
Male	34.26%	13.89%	15.74%	36.11%	100.00%
Total	40.52%	19.45%	19.61%	20.42%	100.00%

Gender pay distribution by count

Number of contracts by pay quartile

Gender	Q1 Lower	Q2 Lower Middle	Q3 Upper Middle	Q4 Upper	Total
Female	213	105	104	87	509
Male	37	15	17	39	108
Total	250	120	121	126	617

School pay gaps

Individual school metrics on mean and median gender pay gaps

School	Mean gender pay gap variance	Mean gender pay gap	Median gender pay gap variance	Median gender pay gap
Primitas Learning Partnership		55.41%		170.53%
Erasmus Darwin Academy		29.30%		92.04%
The Friary School		35.70%		70.85%
Ridgeway Primary Academy		-12.62%		44.32%
Queen's Croft High School		46.44%		31.27%
Highfields Primary Academy		39.46%		-7.74%
Henry Chadwick Primary School		-21.42%		-10.28%
Holly Grove Primary Academy		-73.55%		-20.27%
Total	27.31%	27.31%		64.42%

Most of our non-teaching roles and teaching roles or responsibilities have graded salaries and payments aligned with National Joint Council job evaluations agreed within Staffordshire or are in line with National Standards for Teachers Pay and Conditions and offer fair pay for the roles/task undertaken irrespective of the gender of the person in post.

2026 Data

Staff by gender

Male 106 (18.76%)

Female 459 (81.24%)



2025 Data

Staff by gender

Male 100 (18.73%)

Female 434 (81.27%)



Reasons that influence why there can be an overall gender pay gap include:

- Part time working; National statistics show that employees who work part-time earn less per hour than full time workers. A higher proportion of women tend to work part time.
- Type of work; Women tend to work in occupations which offer lower salaries such as administration and support roles. Indeed the majority of the lowest paid roles in our schools (as in all schools) are filled by women.
- Having and caring for children may lead to more women than men taking time out of the labour market to raise children. Having children may also change what some people, generally women, want from a job, who may be more likely to want the ability to work flexible hours.

Potential Actions Which Aim to Reduce the Gap ** In Practice Trust-wide * Partially met

Nationally, guidance to address the gender pay gap includes the following activities:

- Include women in recruitment processes (e.g. shortlisting, interviews)**
- Use skill-based assessment tasks in recruitment, rather than simply relying on interviews**
- Ensure that interviews are structured**
- Encourage women to negotiate their starting salary.
- Ensure promotion, pay and reward processes are transparent**
- Improve workplace flexibility for men and women*
- Encourage use of shared parental leave
- Recruit returners (e.g. where people have had a career break)
- Offer mentoring and support, and networking opportunities*
- Establish targets to improve the gender pay gap*
- Deliver unconscious bias training and diversity training*
- Review leadership development training to ensure it is inclusive, alongside performance review processes**
- Encourage diverse selection panels for recruitment**

In summary, it must be emphasized that the education sector is already highly regulated in relation to fair and appropriate pay for men and women. However, our Trust does have a pay gap and the primary reason is clear: the demographic profile of our workforce. To clarify, we employ significantly more women than men, many of whom work in the lowest-paid, non-teaching roles. This reflects wider social and familial factors rather than organisational design or intent. These roles are benchmarked against established, externally regulated salary scales, and as a publicly funded organisation we cannot ignore these benchmarks and use taxpayers' money to artificially inflate salaries in an attempt to offset the gender pay gap. Equally, we cannot influence or engineer the number of men applying for these lower-paid roles.

Overall, I am satisfied that the information published here is accurate.

A handwritten signature in black ink, appearing to read 'MGMaydew'.

Mark Maydew, CEO, 06 March 2026