

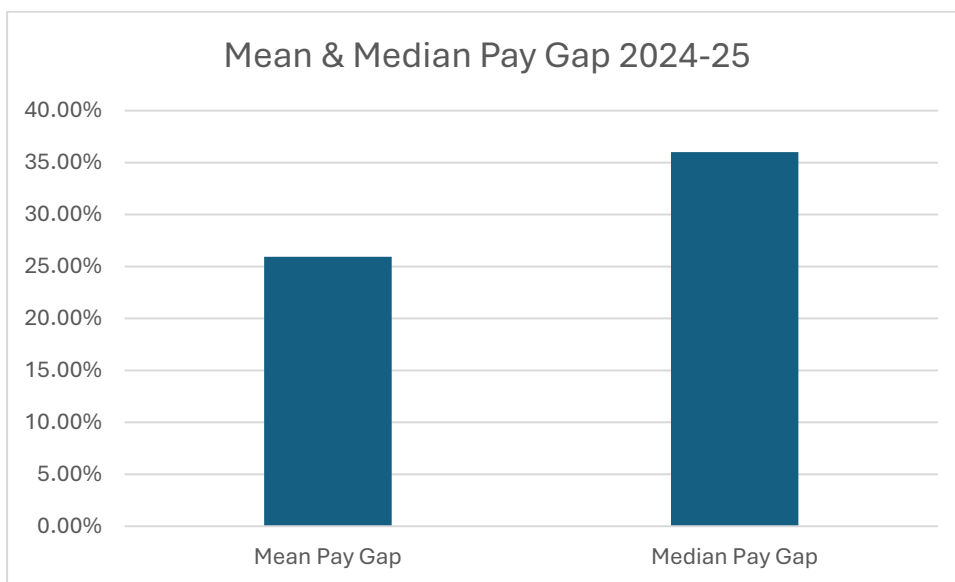


Sandstone Trust - Gender Pay Gap Report (2024-25 Reporting Year)

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

Sandstone Trust has 338 employees, 91 males (26.92%) and 247 females (73.08%), on 31 March 2024. The Trust has two secondary schools and two primary schools.

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



The mean (average) gender pay gap in hourly pay as a percentage of men's pay, and the median gender pay gap in hourly pay as a percentage of men's pay.

The mean hourly rate paid to women in the trust was 25.94% lower than the mean hourly rate paid to men, and the median hourly rate for women was 36.01% lower than the median pay for men.

A gender pay gap does not indicate that men and women are being paid differently for equal work. The data shows that the pay gap is due to a higher proportion of female employees working in lower grade jobs compared to their male colleagues. In education, it is common for a higher-than-average proportion of the workforce to be female, and this is even more prevalent in the support functions in schools. Reduction in the gap between male and female staff will always be more difficult in the primary sector due to the nature of the roles available and the staff who apply to undertake them.

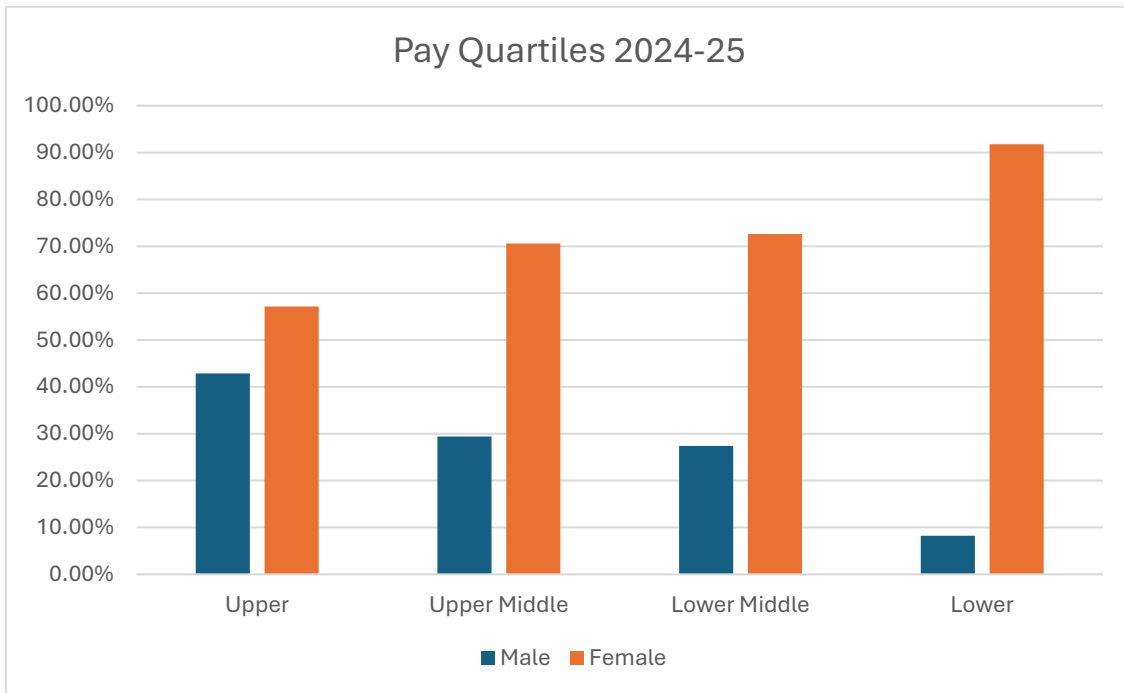
Sandstone Trust is confident that men and women are paid equally for undertaking equivalent roles across the organisation. Teachers' pay is aligned to the national pay scales within the School Teachers' Pay and Condition Document (STPCD). Support staff pay follows NJC and JNC national agreements as adapted by Cheshire West and Chester Council, which incorporates the local authority's single status agreement for the evaluation and grading of job roles. There is no gap between male and female staff carrying out the same roles and all roles are open to both male and female applicants.



Quartile Pay Band

This shows the proportion of males and females in each quartile pay band. To calculate this, we ranked employees according to their hourly rate of pay, then divided them into four quartiles.

There are a higher proportion of females in every quartile.



Quartile	Male	Female
Upper	42.86%	57.14%
Upper Middle	29.41%	70.59%
Lower Middle	27.38%	72.62%
Lower	8.24%	91.76%

Bonus Payments

Sandstone Trust do not operate a bonus scheme for any of its employees.

Next Steps

We review all vacancies (including Executive and Senior Leadership roles) to ensure they can be filled in a flexible way and continue to offer training opportunities to all staff, including offering formal qualifications, to enhance the career opportunities of all.

J N Hayes
Chief Finance and Operations Officer