

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, require 'specified public authorities' including multi academy trusts with 250 or more employees to report and publish gender pay gap information. This sets out statutory calculations every year showing how large the pay gap is between their male and female employees.

Enhance Academy Trust ("the Trust") is the legal employer for more than 250 employees. This means that it has been required to publish its gender pay information for 31 March 2025. Further information on Gender Pay Gap Reporting can be found on the following link:

<http://www.acas.org.uk/index.aspx?articleid=5768>

The Trust is committed to equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any of the other protected characteristics listed above) and as a Trust follow the School Teachers' Pay and Conditions document (STPCD) and statutory guidance relating to the determination and rates for teachers pay. This is set out in the Trust Pay Policy, which is updated each year. The Trust also follows the National Joint Council (NJC) for determining the scale point rates for support staff pay. For positions which fall outside the remit of the STPCD and NJC, the Trust follows a rigorous job evaluation process to determine the salary range/spot salary for those positions.

The gender pay gap is the difference between female and male average hourly earnings. It is much broader than the issue of equal pay and describes the fact that women's average pay remains significantly lower than average men's pay.

Please note:

This report is based on data taken from the Trust establishment reports for the period 1 April 2024 to 31 March 2025. The snapshot date is the 31 March 2025.

Table 1:

Gender by Establishment		Gender		
Establishment		Male	Female	Grand Total
Batley Parish CE Academy		3	26	29
CAPA College		13	30	43
Christ Church Academy		2	32	34
Diamond Wood Academy		2	56	58
Enhance HQ		4	7	11
Featherstone All Saints CE Academy		3	28	31
Highburton First School Academy		1	12	13
Horbury Bridge CE Academy		3	15	18

Lepton CE Academy	3	18	21
Overthorpe CE Academy	5	33	38
Sandal Magna Community Academy	2	29	31
St Botolphs Academy	2	42	44
St. Giles C of E Academy	4	45	49
St. Helens CE Academy	3	38	41
St. Michael's CE Academy	5	62	67
Grand Total	55	473	528

Full-pay relevant employees

Full-pay relevant employees are defined as “any employee who is employed on the snapshot date and who is paid their usual full basic pay (or pay for piecework) during the relevant pay period”

Regardless of an employee working hours/working pattern, as long as they have received their usual full basic pay for the relevant pay period, they will be included as a full-pay relevant employee.

If an employee is paid less than their usual basic pay or piecework rate, or nil, during the relevant pay period due to leave (maternity, paternity, adoption, shared parental leave, special leave and sickness leave) their data will not be included in this section.

If an employee is paid less than their usual basic pay or piecework rate for any reason other than leave (i.e., strike action), they will still be classified as a full-pay relevant employee.

The Trust workforce of full-pay relevant employees stands at 516 employees, 461 female and 55 male employees. The gender make-up of the workforce, analysed by establishment setting, depicted in table 2, shows females represent 89.34% of the full-pay relevant workforce and males represent 10.66%. Females still make up a higher percentage of the full-pay relevant employee workforce in all settings.

Table 2:

Full Pay Relevant Gender by Establishment		Gender		
Establishment		Male	Female	Grand Total
Batley Parish CE Academy		3	26	29
CAPA College		13	28	41
Christ Church Academy		2	32	34
Diamond Wood Academy		2	55	57
Enhance HQ		4	7	11

Featherstone All Saints CE Academy	3	25	28
Highburton First School Academy	1	12	13
Horbury Bridge CE Academy	3	14	17
Lepton CE Academy	3	17	20
Overthorpe CE Academy	5	32	37
Sandal Magna Community Academy	2	28	30
St Botolphs Academy	2	42	44
St. Giles C of E Academy	4	45	49
St. Helens CE Academy	3	38	41
St. Michael's CE Academy	5	60	65
Grand Total	55	461	516

Mean gender pay gap

The mean (average) of a data set is found by adding all numbers in the data set and then dividing by the number of values in the set. The mean gender pay gap is calculated on gross hourly rate, an employee's part-time/full-time or term time only/all year status does not apply to this calculation.

Mean gender pay gap calculation

$$\frac{\text{Male mean} - \text{Female mean}}{\text{Male mean average hourly rate}} \times 100$$

Table 3: Mean Gender Pay Gap

Male average hourly rate	Male head count	Female average hourly rate	Female head count	Gender Pay Gap Percentage	Monetary Difference
£34.18	55	£19.75	461	42%	£14.43