



Gender Pay Gap Narrative – Agape Multi Academy Trust

Overview

Our school's workforce is predominantly female, which is typical across the education sector. Women make up the majority of our teaching, support, and casual exam invigilation roles. This gender distribution has a significant influence on our gender pay gap figures.

Our gender pay gap does not reflect unequal pay for equal work. Men and women are paid the same rate for equivalent roles. Instead, the gap arises from the structure of our workforce and the types of roles held by men and women.

Key Factors Influencing Our Gender Pay Gap

1. Workforce Composition

Women represent the majority of our employees across all staff groups. This includes:

- **Support staff roles**, which are generally lower-paid than teaching roles
- **Casual exam invigilator roles**, which are almost entirely female and paid on a zero-hours basis

These roles reduce the average and median hourly rates for women compared with men.

2. Term-Time and Part-Time Working

Many of our female employees work:

- Term-time only
- Part-time hours
- Flexible arrangements to support caring responsibilities

While these working patterns do not reduce hourly pay, they do influence the distribution of staff across the pay quartiles.

3. Casual Invigilators

Most of our invigilators are women. They work variable hours and are paid only for the sessions they undertake. For gender pay gap reporting, we are required to calculate their hourly rate using an **average of 2 hours per week**, which lowers the calculated hourly rate and increases the proportion of women in the lower pay quartiles.

What the Data Shows?

Mean and Median Pay Gaps

- **Mean gender pay gap: 21.69%**
- **Median gender pay gap: 38.56%**

The median gap is higher because a large proportion of women occupy lower-paid support roles and casual roles, while men are more represented in higher-paid teaching and leadership positions.

Pay Quartiles

Your quartile data shows a clear pattern:

Quartile	% Female	% Male
Lower quartile	92.55%	7.45%
Lower middle quartile	81.91%	18.09%
Upper middle quartile	73.40%	26.60%
Upper quartile	67.02%	32.98%

This demonstrates that:

- Women are highly represented in the lower and lower-middle quartiles
- Female representation gradually decreases in the upper quartiles
- Men are more represented in higher-paid teaching and leadership roles

This distribution is the primary driver of our gender pay gap.

Our Commitment

We remain committed to:

- Ensuring men and women are paid equally for the same work
- Offering flexible working arrangements to support staff at all levels
- Encouraging professional development and progression for all employees
- Reviewing recruitment and promotion processes to ensure fairness and transparency

We will continue to monitor our gender pay gap annually and take steps to support career development across all staff groups.

Conclusion

Our gender pay gap reflects the composition of our workforce rather than unequal pay. We value the contribution of all staff and remain committed to fairness, equality, and opportunity across the school.