

Gender Pay Gap Reporting – year ending March 2025

Overview

This is the eighth report produced under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. As an organisation with over 250 employees the First Federation Trust has a duty to measure and report upon its gender pay gap.

Data is captured at 31 March in each year. For the purpose of this report, this is March 2025 and covers:

- The difference in the mean of full pay of men and women expressed as a percentage.
- The difference in median of full pay of men and women expressed as a percentage.
- The proportion of men and women in each of the four quartile bands.

The Trust does not pay bonuses and therefore reporting is not provided within this return.

The report is based upon 814 relevant full pay employees.

Gender Pay Gap Reporting	2023-24		2024-25	
Difference in mean hourly rate of pay - mean	22.78%		22.67%	
Difference in median hourly rate of pay - median	45.64%		48.46%	
Difference in mean bonus pay - mean	0%		0%	
Difference in median bonus pay - median	0%		0%	
Percentage of employees who receives bonus pay	Male 0%	Female 0%	Male 0%	Female 0%
Employees by pay quartile	Male	Female	Male	Female
Upper quartile	13.9%	86.1%	14.3%	85.7%
Upper middle quartile	10.8%	89.2%	12.3%	87.7%
Lower middle quartile	4.5%	95.5%	7.4%	92.6%
Lower quartile	5.7%	94.3%	3.4%	96.6%

Background

The First Federation Trust is a multi-academy trust and education charity with 29 primary schools across Devon and Dorset. The Trust has a wide variety of staffing roles

including Teachers, Teaching Assistants, administration, leadership, caretaking and catering. Each position within the Trust has an appropriate pay scale and staff with similar roles are all paid on the same scale, regardless of gender. Staff are appointed to positions within the Trust according to relevant skills, expertise and their own personal merits, not gender. The First Federation Trust recognises that our workforce is predominantly female (90.7%) which is very likely to be an outcome of them choosing the flexibility of part time and term time roles which are available in the primary education system and fit around having and caring for children. This is a consistent trend within primary education trusts.

Our commitment

As a Trust we committed to promoting a diverse and inclusive workplace, somewhere where people feel a sense of belonging and succeed on their own merit. Our workplace practices model a supportive and open culture which support a range of family friendly, flexible and inclusive work arrangements, enabling all staff the opportunity to balance their work and homelife as well as encouraging women back to work and continue their career progression following periods of maternity/adoption leave. In addition, the Trust continues to ensure alignment to our workforce strategies and policies, levels of skills and responsibilities are equivalent and work of an equal value is recognised, thus enabling us to continue to work towards reducing our Gender Pay Gap and any factors that may impact negatively on pay equality. Gender Pay reporting is published in accordance with statutory reporting requirement.

Helen Warren, Director of Operations