



## The Societas Trust

### Gender Pay Gap Report at 31 March 2024

#### No of Employees – 250 to 499

On the date above, the Trust was comprised of 7 primary schools and the ratio between male and female employees was approximately 1 male for every 7.65 females.

Also, with a significant proportion of positions being on a part-time/term-time basis, the roles which attract a higher percentage of male applicants tend to be full-time/whole year and usually at higher rates of pay due to the level of responsibility and complex skill sets required.

The Trust believes passionately in equal opportunities and operates fair and transparent recruitment and retention policy and procedures.

#### 1. Main gender pay gap figures

In this organisation:

- women earned 92p for every £1 that men earned (comparing median hourly pay)
- women made up 87.2% of employees in the highest paid quarter, and 93.1% of employees in the lowest paid quarter

#### 2. Hourly pay

In this organisation:

- women's median hourly pay was 8.2% lower than men's – this means they earned 92p for every £1 that men earn when comparing median hourly pay



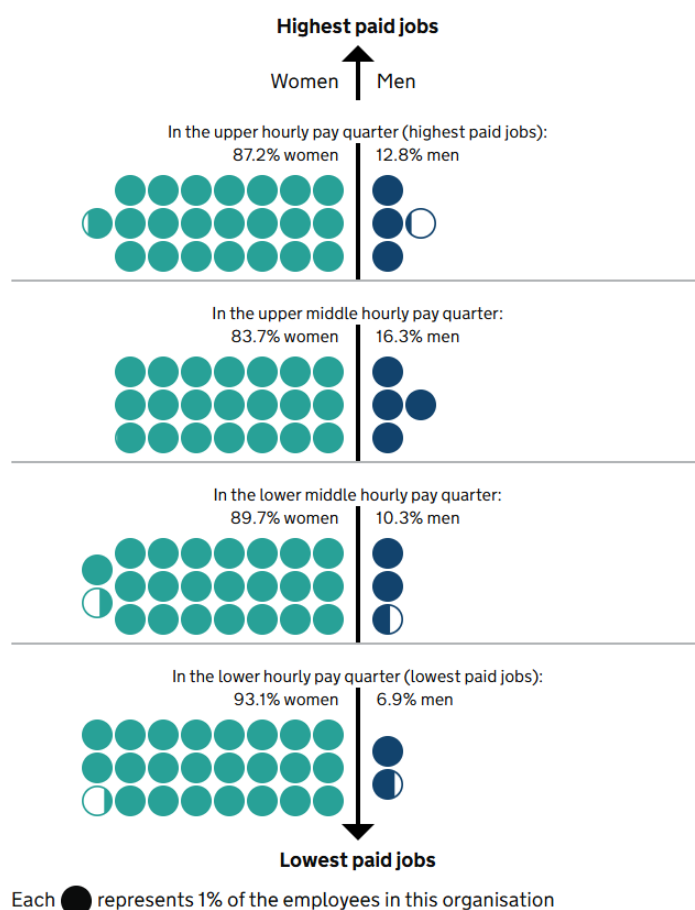
- women's mean (average) hourly pay was 13.0% lower than men's



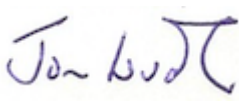
### 3. Pay quarters

In this organisation, women made up:

- 87.2% of employees in the upper hourly pay quarter (highest paid jobs)
- 83.7% of employees in the upper middle hourly pay quarter
- 89.7% of employees in the lower middle hourly pay quarter
- 93.1% of employees in the lower hourly pay quarter (lowest paid jobs)



I can confirm that the information given above is accurate.

Signature: 

CEO and Accounting Officer; Date: 29<sup>th</sup> March 2025