



**THE
DIOCESE OF
SHEFFIELD
ACADEMIES
TRUST**

GENDER PAY GAP REPORT 2025

The Diocese of Sheffield Academies Trust (DSAT) is an equal opportunities employer. We support the fair treatment of staff, irrespective of gender.

The gender pay gap is defined as the difference between the mean and median hourly rate of pay the male and female colleagues receive.

The mean pay gap is the difference between average hourly earnings of men and women.

The median pay gap is the difference between the mid points in the ranges of hourly earnings of men and women. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle-most salary.

As at 31 March 2025, The Diocese of Sheffield Academies Trust has 761 employees. 90.93% are female and 9.06% are male.

	Mean Pay Gap	Median Pay Gap	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Across DSAT	16.82% higher for males (17.7% 2024)	13.67 % higher for males (17.08% 2024)	95.06% (154) F 4.94% (8) M	93.21% (151) F 6.79% (11) M	88.27% (143) F 11.72% (19) M	86.33% (139) F 13.66% (22) M

No Bonuses were paid to any member of staff in the reporting period

DSAT uses pay scales for all teaching staff that are aligned to the School Teachers Pay and Conditions document, which is reviewed on an annual basis. For non-teaching support staff, DSAT uses the pay scales set by the National Joint Council for Local Government Services and increases are in line with annual increments within the grade and cost of living increases, irrespective of gender. Leadership and Executive staff move through the pay scales for their grade based on a thorough and robust performance management process, meaning earnings are based on performance outcomes, irrespective of their gender.

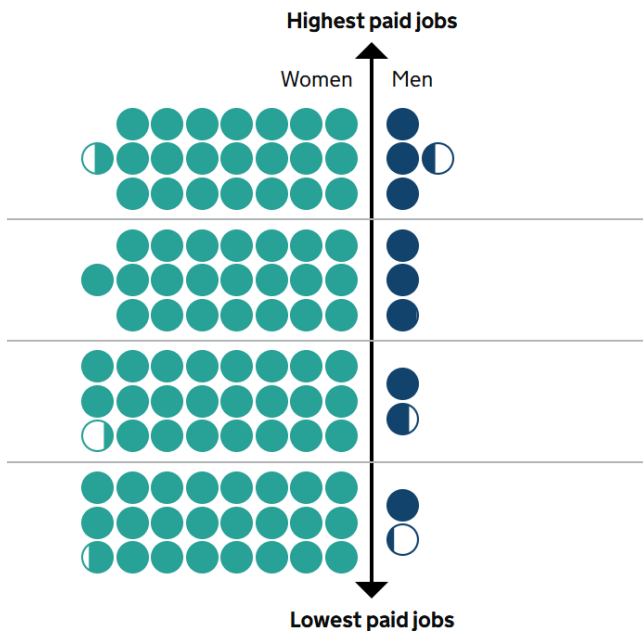
- women's median hourly pay was 13.7% lower than men's – this means they earned 86p for every £1 that men earn when comparing median hourly pay



- women's mean (average) hourly pay was 16.8% lower than men's

DSAT has a higher proportion of females in every quartile, including the upper quartile. The mean is more commonly used for considering averages. In DSAT the mean pay gap has decreased by 0.88% 3.4% from 2024 to 2025.

The median is the middle figure when hourly pay is arranged in order from highest to lowest. In DSAT the median pay gap has decreased by 3.4% from 2024 to 2025. This could be due to DSAT's growth over the last year which now includes more males in higher paid positions (upper quartile) than last year.



Each ● represents 1% of the employees in this organisation

Data from the ONS Annual Survey of Hours and Earnings 2025 shows that nationally, across all industries, the mean pay gap is 13.4% and the median pay gap is 12.8%. In the Education sector the ONS data shows a 12.1% mean pay gap and 17% median pay gap. DSAT has a lower median pay gap than the Education industry average which could be due to more females in upper quartile roles.

The mean gaps are caused by proportionately less males in the lower quartile or lower paid positions. More women than men work part-time because they tend to take on more caring responsibilities and those part-time roles are often support staff in the lower pay quartile.

The Diocese of Sheffield Academies Trust, is an exempt charity regulated by the Secretary of State for Education. It is a company limited by guarantee registered in England and Wales (company number 08745639), whose registered office is at Flanderwell Early Excellence Centre, Flanderwell, Rotherham S66 2JF

The government has published guidance for employers with 250 or more employees who are encouraged to publish the steps they are taking to reduce their gender pay gap and support employees through menopause from April 2026. This will become mandatory from April 2027 and DSAT will work towards developing action plans over the next year.

Supporting Statement

I can confirm that the above information has been prepared from our payroll data from the 31st March 2025 snapshot date and fairly represents the gender pay gap information for The Diocese of Sheffield Academies Trust.

Mrs A Adair

DSAT CEO and Accounting Officer