

Gender Pay Gap Report 2025

Truro and Penwith Academy Trust as an employer are required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation. We are required to publish the results on our own website and a government website.

We can use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.

The results for the statutory calculations are:

1. **The Mean Gender Pay Gap** – The difference between the mean hourly rate of pay that male and female full-pay relevant employees receive: **29.5%**
2. **The Median Gender Pay Gap** – The difference between the median hourly rate of pay that male and female full-pay relevant employees receive: **49.4%**
3. **The Mean Bonus Gender Pay Gap** – The difference between the mean bonus pay that male and female full-pay relevant employees receive: **-64.7%**
4. **The Median Bonus Gender Pay Gap** – The difference between the median bonus pay that male and female full-pay relevant employees receive: **44.4%**
5. **The proportion of males and females receiving a bonus payment** –
The proportion of bonus to males is **2%**
The proportion of bonus to females is **1%**
6. The proportion of males and females in each quartile pay band:
 - **Lower Pay Band Quartile**
Male Employees: **5.2%** Female Employees: **94.8%**
 - **Lower Middle Pay Band Quartile**
Male Employees: **6.8%** Female Employees: **93.2%**
 - **Upper Middle Pay Band Quartile**
Male Employees: **17.6%** Female Employees: **82.4%**
 - **Upper Pay Band Quartile**
Male Employees: **28.10%** Female Employees: **71.90%**

Supporting Statement and Narrative

Truro and Penwith Academy Trust is committed to the promotion of equality of opportunity and choice for employees and supports the fair treatment of all staff irrespective of gender through a transparent recruitment process, fair pay, performance management and professional development. The Trust operates as an equal opportunities employer, and does not discriminate in any way (as defined by the Equalities Act 2010 and other relevant legislation). The Trust recruits to oppose gender specific roles and has employees in roles that nationally are considered gender biased.

The workforce is predominantly female and the majority of roles in the Trust are part-time, either aligning closely with the hours of attendance of pupils or for part of that time. This not only includes the number of hours per week but also the number of weeks worked each year. Whilst this will impact on the average salaries¹, it is a factor that influences the decision of applicants and the continuation of employment from staff.

The Board of Directors has reviewed this data and will consider the progress made on reducing the gender pay gap regularly.

Harriet Andrew
Director of People and Strategy
Truro & Penwith Academy Trust
28 January 2026

Notes.

1. The, mean or median, average salaries were calculated using an hourly rate of pay, which is calculated with a pay factor. This pay factor will reduce the actual salary compared to that of a Full-Time Equivalent (FTE) contract by the number of weeks paid (including holiday entitlement) per year and the number of hours worked per week compared to FTE.