



GENDER PAY GAP 2025

PAY DATA



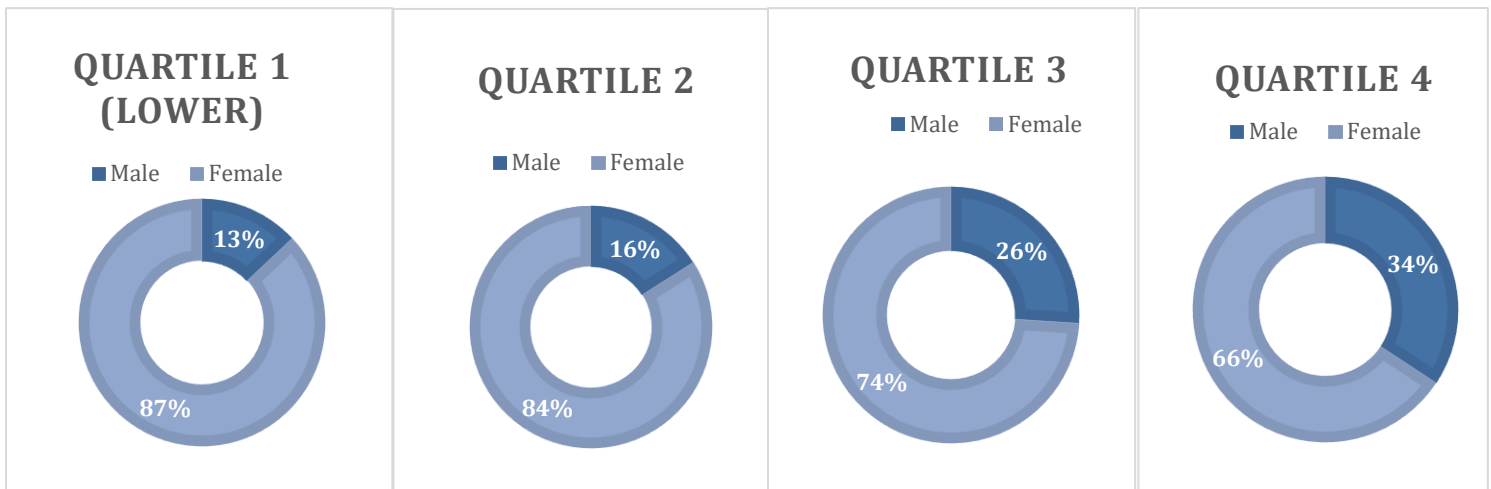
🕒 Difference in hourly rate

MEAN	MEDIAN
Women's mean hourly rate is 32.9% lower than men's	Women's median hourly rate is 44.4% lower than men's
When comparing mean hourly rates, women earn 67.1p for every £1 men earn	When comparing median hourly rates, women earn 55.6p for every £1 men earn

PAY QUANTILES



The charts below illustrate the gender distribution of employees at Infinity Academies Trust when divided into four equal quartiles based on hourly pay.



Infinity Academies Trust

Gender Pay Gap Report March 2025 Summary

Nationally a significant proportion of the Primary School workforce are female. Within Infinity Academies Trust and the sector generally, lower paid support roles are traditionally female dominant; which has an impact on the overall gender pay gap. These categories are paid in accordance with the Lincolnshire County Council and Local Government pay scales.

The Trust does not pay men and women differently for the same or similar work and procedures for determining pay will be consistent with the principles of public life – objectivity, openness and accountability. Pay is determined using transparent frameworks and progression is based on role, responsibility, experience, and performance. Flexible working requests are considered in line with organisational policy, and professional development opportunities are open to all employees. The Trust continues to utilise the apprenticeship levy where appropriate, to further enhance the skills of and retain our existing employees and to recruit into apprenticeship roles. Infinity remains committed to equal pay and ensuring equality of progression to all employees irrespective of gender or working hours. I confirm that the information collated in the report has been drawn from our payroll records and is an accurate reflection of the position relating to gender pay in our Trust.

We confirm the data reported is accurate, in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Infinity Academies Trust is required to carry out Gender Pay Gap

Gavin Booth
Chief Executive Office
Infinity Academies Trust