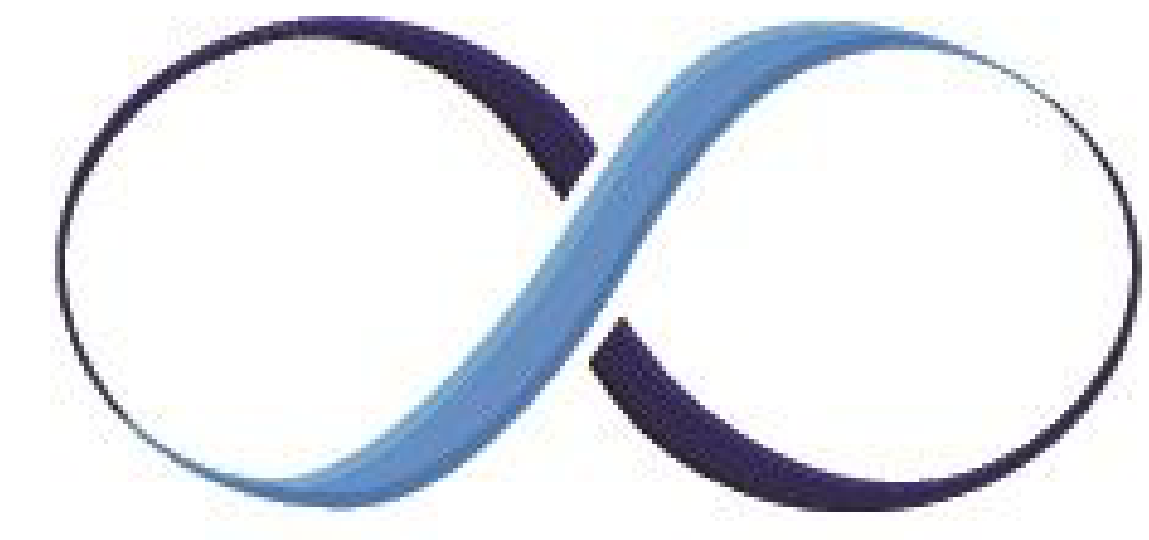


GENDER PAY GAP 2023

PRODUCED BY DATAPLAN PAYROLL LIMITED



Infinity Academies Trust

Ready to learn; Prepared to flourish.

PAY DATA

DIFFERENCE IN HOURLY RATE

MEAN	MEDIAN
Women's mean hourly rate is 27.3% lower than men's	Women's median hourly rate is 26.9% lower than men's

When comparing mean hourly rates, women earn **72.7p for every £1** men earn

When comparing median hourly rates, women earn **73.1p for every £1** men earn

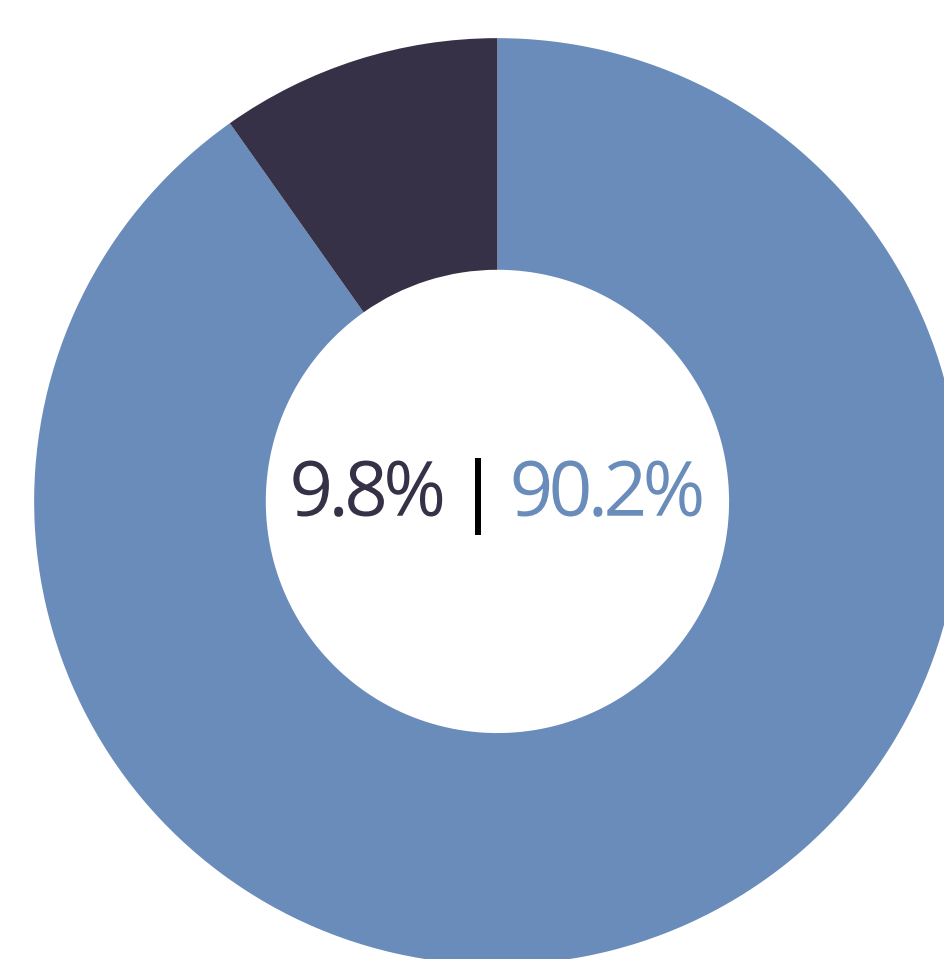
PAY QUARTILES



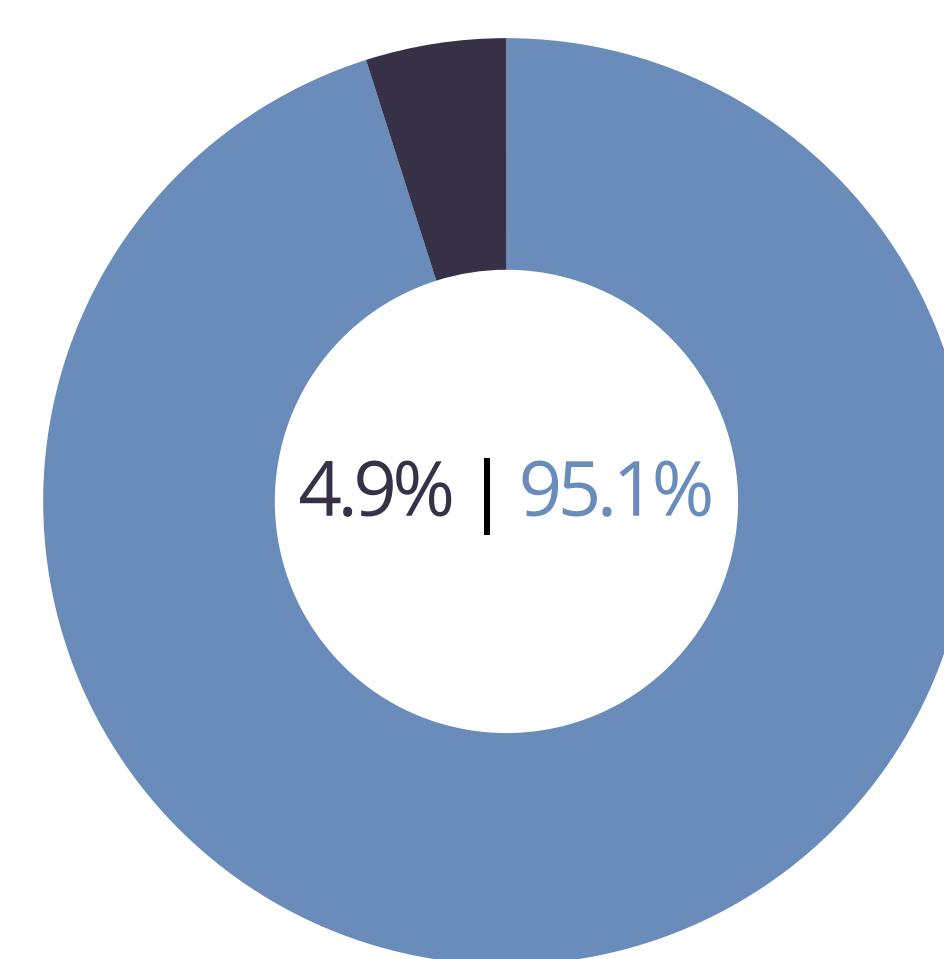
MALE



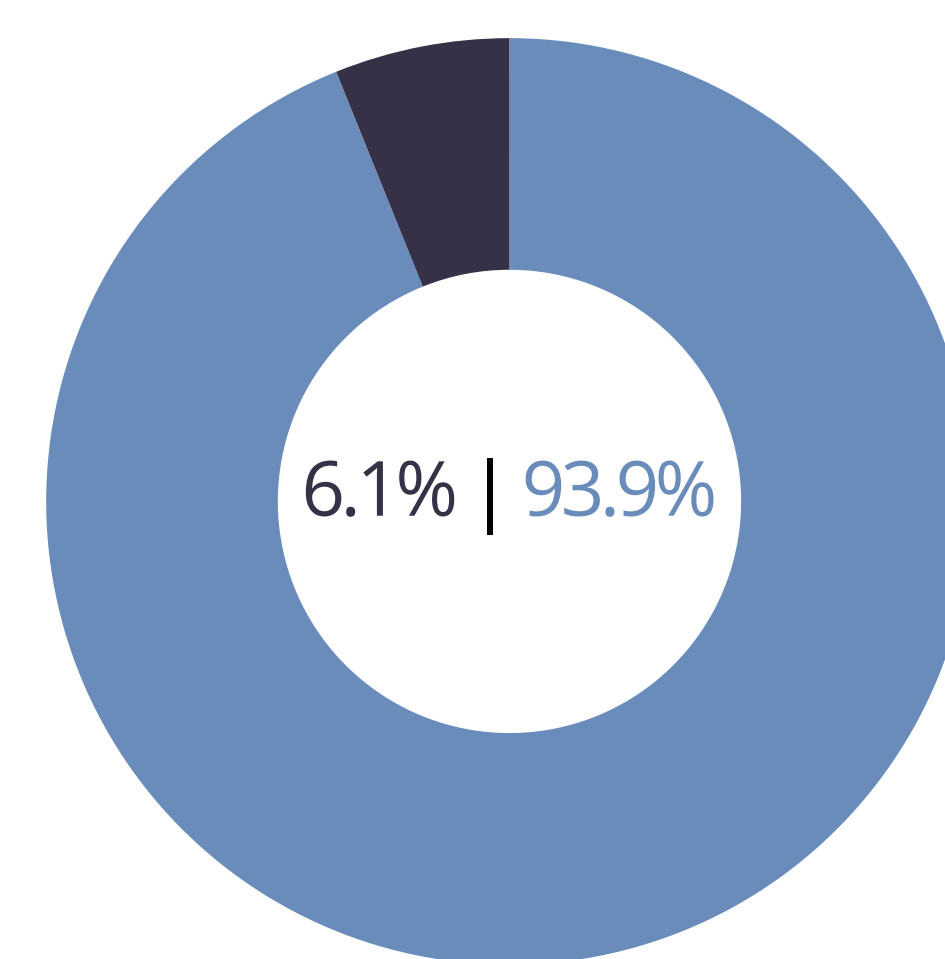
FEMALE



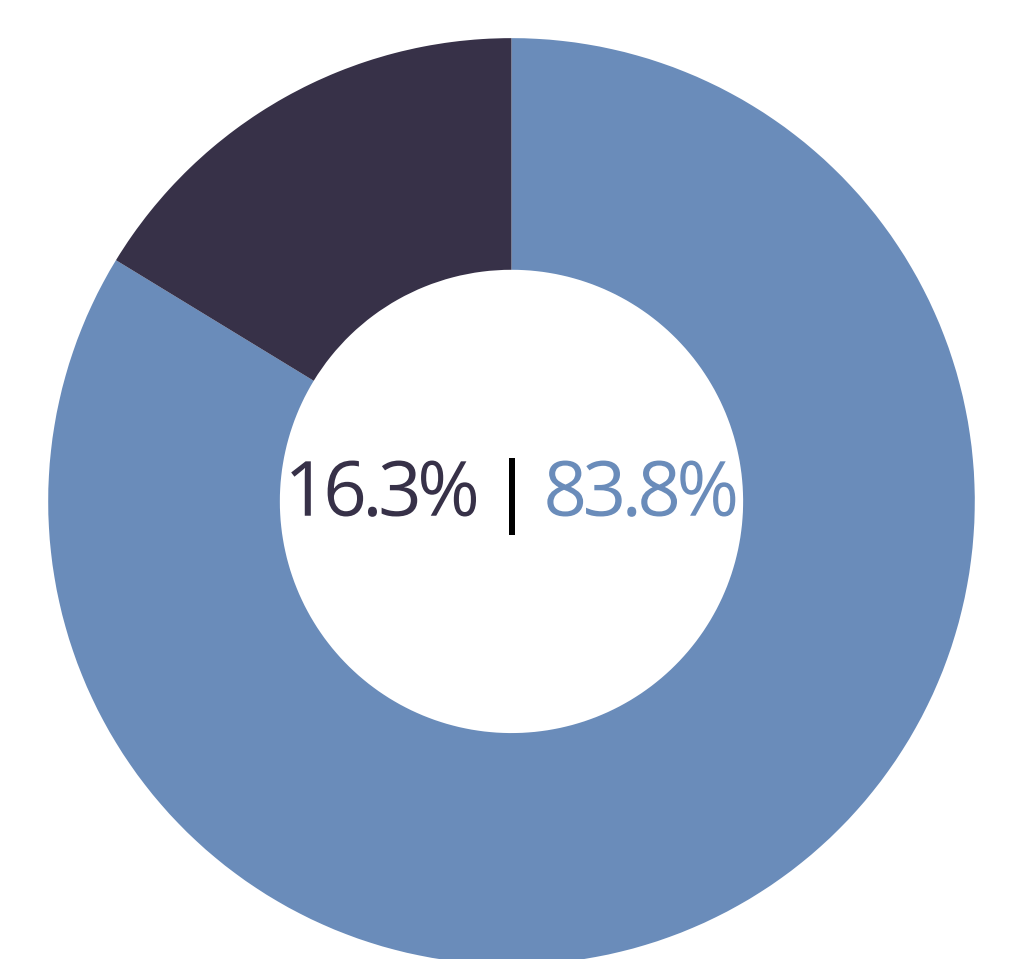
Quartile 1
(lower)



Quartile 2



Quartile 3



Quartile 4
(upper)

The image below shows the gender distribution at Infinity Academies Trust when colleagues are placed into four equally sized quartiles based on pay

Infinity Academies Trust

Gender Pay Gap Report March 2023 Summary

Nationally a significant proportion of the primary school workforce are female. Within Infinity, and the sector generally, lower paid positions (cleaners, lunchtime supervisors, teaching assistants) are traditionally female dominant; which has an impact on the overall gender pay gap. These categories of staff are paid in accordance with the Lincolnshire County Council Local Government pay scales.

Infinity Academies Trust does not pay male and female staff differently for the same work and procedures for determining pay will be consistent with the principles of public life – objectivity, openness and accountability. The Trust ensures that all employees, both male and female have access to professional development regardless of their role within the organisation. All flexible working requests that enable employees to fulfil their career aspirations and obtain their desired work/life balance are considered. The Trust continues to utilise the Apprenticeship Levy, where appropriate, to further enhance the skills of and to retain our existing employees and to recruit into apprenticeship roles.

Infinity remains committed to equal pay and ensuring equality of progression for 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 Reporting

Gavin Booth
Chief Executive Officer
Infinity Academies Trust