

Gender Pay Gap Report

Snapshot Date: 31 March 2024

The difference in mean and median hourly rates of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference male to female	33%	47%

The difference in mean and median bonus pay

	Difference in the mean bonus pay	The difference in the median bonus pay
Pay gap. % difference male to female	Not Applicable	Not Applicable

The proportion of male and female employees who were paid bonus pay

Male employees (% paid a bonus compared to all male employees)	Not Applicable
Female employees (% paid a bonus compared to all female employees)	Not Applicable

The proportion of male and female employees according to quartile pay bands

	Quartile 1 (Lower)	Quartile 2 (Lower Middle)	Quartile 3 (Upper Middle)	Quartile 4 (Upper)
Male (% males to all employees in each quartile)	1.9%	7.1%	13.6%	17.6%
Female (% females to all employees in each quartile)	98.1%	92.9%	86.4%	82.4%

Supporting Narrative

Flying High Trust is committed to fostering excellence in education and workplace practices, recognising the importance of diversity, inclusion, and equity across all facets of our operations. Our Gender Pay Gap report serves as a critical tool for evaluating salary distribution between male and female employees, identifying areas of disparity, and formulating strategies to address imbalances.

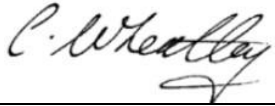
In line with our commitment to transparency and equality, we present the Gender Pay Gap report for Flying High Trust as of March 2023. The data reveals disparities in pay between male and female employees, highlighting areas for improvement in our pursuit of gender equity within the Trust. However, we remain confident that this is not a result of paying men and women differently for the same work. Instead, we recognise that the roles in which men and women work within our organisation, and the salaries that are associated with these roles, are contributing factors. We also recognise that our workforce is predominantly female, which is a common trend within the education sector.

While external factors may influence the gender pay gap, Flying High Trust remains proactive in addressing this issue. Our policies governing pay, recruitment, and performance appraisal are crafted to ensure parity in compensation for individuals performing comparable roles, regardless of gender. Moreover, we adhere to nationally recognised pay scales for all teaching and support staff, further underscoring our commitment to equitable remuneration practices.

Through concerted efforts, we are committed to providing a workplace where all our employees feel valued and supported, and we continue to strive towards achieving gender equality in all aspects of our organisation.

Declaration of Accuracy

The information contained in this report is presented as accurately as possible to the best of our knowledge.

Signature		Date	28 March 2025
Position	Chief Executive Officer		