

## 1. Main gender pay gap figures

In this organisation:

- women earned 52p for every £1 that men earned (comparing median hourly pay)
- women made up 62.7% of employees in the highest paid quarter, and 93.4% of employees in the lowest paid quarter

## 2. Hourly pay

In this organisation:

- women's median hourly pay was 48.0% lower than men's – this means they earned 52p for every £1 that men earn when comparing median hourly pay



- women's mean (average) hourly pay was 31.3% lower than men's

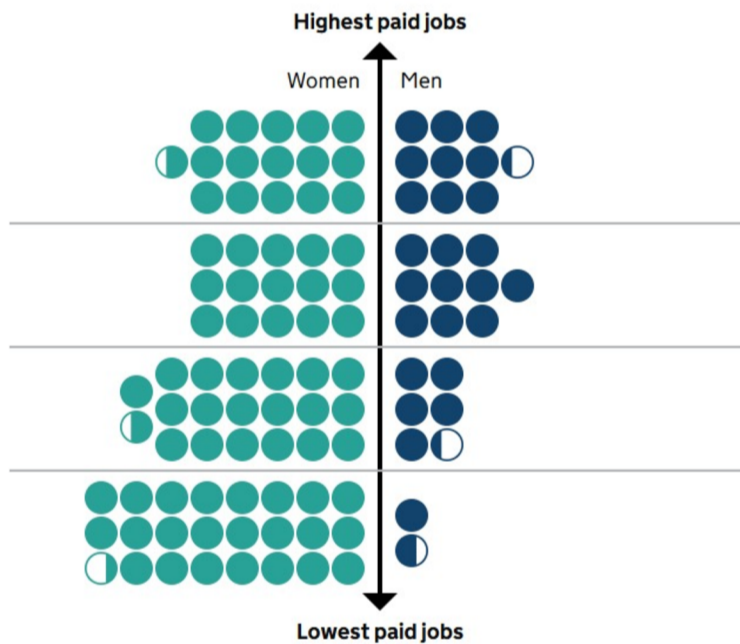
▶ [Read more about median and mean](#)

## 3. Pay quarters

In this organisation, women made up:

- 62.7% of employees in the upper hourly pay quarter (highest paid jobs)
- 60.0% of employees in the upper middle hourly pay quarter
- 78.7% of employees in the lower middle hourly pay quarter
- 93.4% of employees in the lower hourly pay quarter (lowest paid jobs)

Show explanation for this visualisation



Each ● represents 1% of the employees in this organisation

▶ [Table: pay quarters](#)

▶ [Read more about pay quarters](#)

## 4. Bonus pay

In this organisation:

- no bonuses were paid

## 5. About POLARIS MULTI ACADEMY TRUST

<b>Registered address</b>	Polaris Multi Academy Trust, Riverside House Lacy Way, Lowfields Business Park, Elland, England, HX5 9DB
<b>Sector</b>	Education
<b>Snapshot date</b>	5 April 2025
<b>Employee headcount</b>	250 to 499 employees
<b>Person responsible</b>	Lyndsey Parkin (Trust HR Manager)