

## **Gender Pay Gap 2022**

Equa Multi Academy Trust is required by law to carry out gender pay gap 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 & women in our organisation, but does not involve publishing individual colleagues' data.

We are required to publish the results on our own website and to a government website <https://gender-pay-gap.service.gov.uk> where the results from other organisations can also be viewed.

Gender pay reporting requires us to make calculations based on colleague gender, and their pay during March 2022. We have done this by using our existing payroll records, and following the approach to reporting set out in government guidance. We can use these results to assess the levels of gender equality in the Trust, in relation to pay, and the balance of male and female employees at different levels.

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

The Trust is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, it:

- maintains nationally recognised pay scale for teachers and support staff
- evaluates job roles and pay grades as necessary to ensure a fair structure.

The Trust is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the Trust and the salaries that these roles attract.

The Trust operates within both the public sector and specifically education, it is common for a high proportion of the workforce to be female.

The Trust will monitor this data on an ongoing basis as growth and change within the Trust may alter the data by the next reporting date. It is recognised that under TUPE processes the Trust has no control over the staffing complement where academies join the Trust.

This initial report and its data provides a baseline for the Trust to compare to in future years to identify any trends and whether or not the actions identified above are having an impact

## Data

### Mean Gender Pay Gap



Men's mean hourly rate is  
**28.87%**  
higher than women's



This compares to **24.32%** in March 2021  
This pay gap has increased

### Median Gender Pay Gap



Men's median hourly rate is  
**52.66%**  
higher than women's



This compares to **51.30%** in March 2021  
This pay gap has increased

### Average Hourly Rate

Mean: **£15.53**  
Median: **£10.80**



Mean: **£21.83**  
Median: **£22.81**

### Bonuses

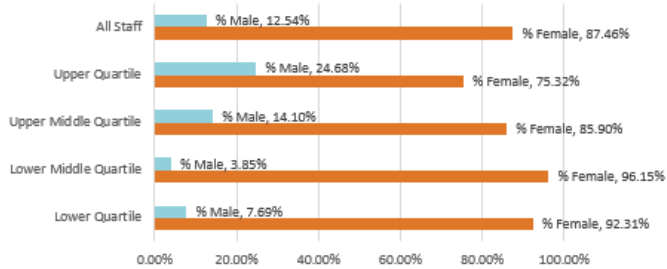


No bonuses paid  
so no bonus gender pay gap



Mean bonus gender pay gap 0%  
Median bonus gender pay gap 0%  
Proportion of males receiving a bonus payment - none  
Proportion of females receiving a bonus payment - none

Quartile percentages



Numbers of staff in each quartile

