

GENDER PAY GAP REPORT

SNAPSHOT DATE 31 MARCH 2024

Introduction

Organisations with over 250 employees must publish statutory gender pay gap data annually. The purpose of the report is to analyse the scale of the gender pay gap between male and female employees. The snapshot date for the report is 31st March each year. The data for public sector organisations in respect of the prior year must be published by 30th March each year.

The information that is required to be published each year is as follows:

- the difference in the mean pay of full-pay men and women, expressed as a percentage;
- the difference in the median pay of full-pay men and women, expressed as a percentage;
- the proportion of full-pay men and women in each of four quartile pay bands
- the proportion of men and women who received bonus pay;
- the difference in mean bonus pay of men and women, expressed as a percentage;
- the difference in median bonus pay of men and women, expressed as a percentage;

This report outlines the gender pay gap analysis for Rise Multi Academy Trust and describes the actions taken to minimise the gender pay gap. The gender pay gap report will be published onto the Trust website, and it also uploaded on the Gender Pay Gap reporting website of the Government Equality Office.

It is important to note that "Gender Pay Gap" is different to "Equal Pay". Equal pay relates directly to comparing the pay of men and women carrying out the same / similar jobs or work of equal value – equal pay for equal work. It is illegal to pay people differently due to their gender.

Gender Pay Gap

Rise Multi Academy Trust is committed to the promotion of equality of opportunity and supports the fair treatment of all staff irrespective of gender through our transparent recruitment processes, pay policies and professional development.

Our Trust pays staff in accordance with the School Teacher Pay and Conditions (STPC) document as published each year, and National Joint Council (NJC) pay and conditions for support staff. Our male and female staff are paid within the same pay band for the same job role or work of equivalent value.

On the snapshot date (31st March 2024) there were 595 relevant employees, of which 523 (88%) were female and 72 (12%) were male.

There are significantly higher proportions of women working in support roles (within the lower quartiles) which has a significant impact on gender pay reporting. Proportionately more women are employed in lower paid roles such as teaching assistants, lunchtime supervisors and school administration, many of which are part time roles. The overall gender pay gap therefore reflects workforce composition rather than pay inequalities. However, we are pleased that the Mean Hourly Rate gender pay gap has decreased since our last report in 2023.

The Trust is dedicated to narrowing its gender pay gap. In order to do this the Trust is:

- Ensuring our recruitment campaigns help us to increase the diversity of applicants
- Enhancing our family-friendly working practices including flexible and remote working opportunities
- Continuing to encourage women to apply for promotion/roles at higher grades
- Developing the offer for continual professional development (CPD) allowing all employees to further develop their skills and obtain relevant professional qualifications

MEAN AND MEDIAN GENDER PAY GAP IN HOURLY RATE OF PAY

(Data in **green** signifies a positive change and data in **red** signifies an adverse change)

	Mean gender pay gap in hourly pay	Median gender pay gap in hourly pay
Pay gap % difference male to female	20.52%; (2023: 21.65%)	30.49%; (2023: 30.16%)
Comparison to 2023 data	-1.13%	+0.33%

PROPORTION OF MALE AND FEMALE EMPLOYEES ACCORDING TO QUARTILE PAY BANDS

	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
Male (% males in each quartile compared to all employees)	6.08%	8.72%	16.78%	16.78%
Comparison to 2023 data	+ 0.34%	+ 1.34%	+ 2.03%	+2.03%
Female (% females in each quartile compared to all employees)	93.92%	91.28%	83.22%	83.22%
Comparison to 2023 data	- 0.34%	-1.34%	- 2.03%	-2.03%

There were no bonus payments during the reporting period.

I confirm that the information is correct.

Dave Ellison-Lee; Interim Chief Executive Officer

Date: 22nd January 2025