

Trinity Multi Academy Trust
Gender Pay Gap Report 2021

Trinity Multi Academy Trust are an employer required by law to undertake gender pay gap reporting in order to show the pay gap between our male and female employees. We are required to publish with effect from March 2017 the results on our website and to a government website. We will report on 4 areas (mean and median hourly pay gap, mean and median bonus pay gap, difference in male and female employees receiving a bonus and percentage of males and females within four equal pay quartiles).

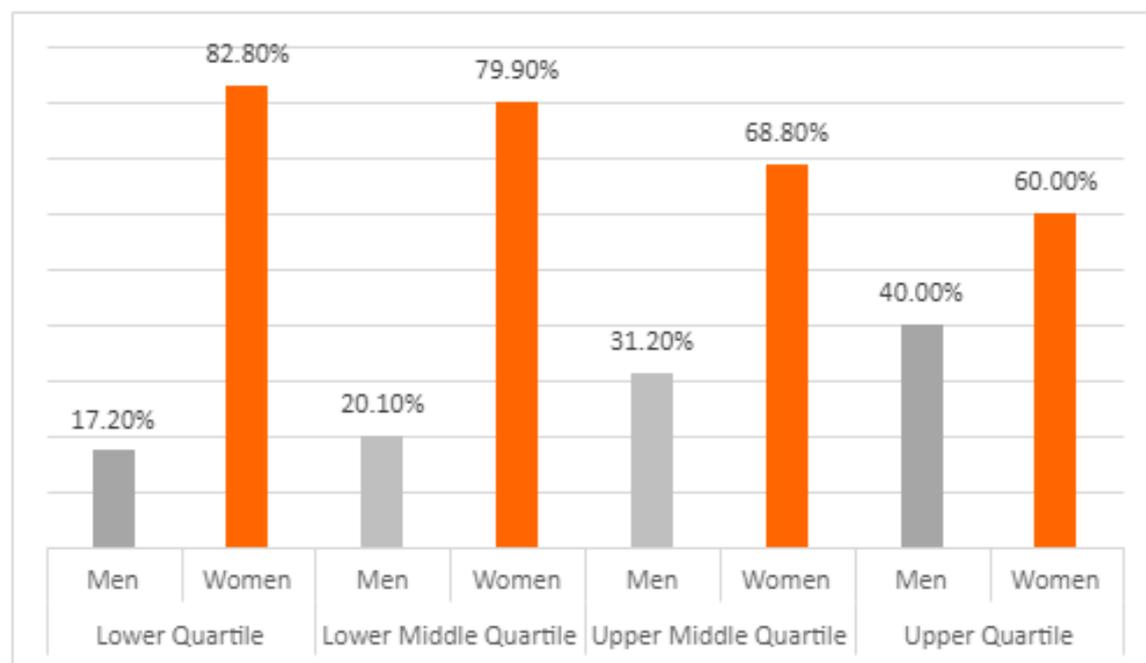
Data Used

The data below shows the gender pay gap that exists within Trinity Multi Academy Trust, based on the hourly rates of pay for all employees and workers as of 31 March 2020 and bonuses paid in the 12 months to 31 March 2020.

Findings

| | |
|---|--|
| Mean Hourly Rate Gender Pay Gap: 14.8% | Median Hourly Rate Pay Gap: 5.2% |
| Mean Bonus Gender Pay Gap: 100% | Median Bonus Gender Pay Gap: 100% |
| Women who received a bonus: 0% | Men who received a bonus: 0.5% |

Proportion of males and females in each pay quartile:


Understanding the findings

On 31 March 2020 we had 754 relevant employees (an increase of 83 employees for the previous reporting period; an indication of our continued growth). 27% were male and 73% were female.

The findings show that the mean hourly rate of pay for female employees was 14.8% lower than male employees. When reporting commenced in March 2017, the mean female hourly

pay was 26.89% lower than male employees, and this therefore demonstrates our commitment to reducing the gender pay gap. In addition, the Office for National Statistics reported that in April 2020 the average gender pay gap was 15.5 %, therefore slightly higher than the pay gap that exists at Trinity Multi Academy Trust.

Females are the dominant workforce across all four of the pay quartiles.

Females make up 68.8% and 60% of the upper middle and upper quartile respectively, demonstrating our commitment to ensuring a healthy representation of females within middle and senior leadership roles. The percentage of females in the upper quartile has slightly increased from 57.99% for the previous reporting period.

As a trust we believe that the pay gap is predominantly due to a larger proportion of females than males within the lower and lower middle quartiles, although we have seen a slight increase in male employees within the lower quartile (up to 17.2% from 16.87% for the previous reporting period). It should be noted that whilst we encourage males to apply for roles that fall within the lower pay quartiles, many of these roles remain stereotypically attractive to a larger number of female applicants.

Only one employee (1 male) was paid a bonus for the reporting period.

For clarification, gender pay is not the same as equal pay. Equal pay is about ensuring that people have the same pay, or range of pay, for work deemed of equal value. We are confident that the trust's remaining gender pay gap is not an equal pay issue as our approach to pay is gender neutral and we have in place job evaluation structures to ensure there is pay parity across the trust. We use pay scales based on the School Teachers Pay and Conditions Document and for non-teaching staff we use pay scales set by the NJC.

Comparing our gender pay gap

To provide further context to our gender pay gap, the mean hourly pay gap from other similar sized trusts has been compared:

| Trust | 2017 / 2018 | 2018/2019 | 2019/2020 * |
|-----------------------------------|-------------|-----------|-------------|
| Trinity MAT | 26.9% | 24% | 14.3% |
| Abbey MAT | 17% | 14% | - |
| Bradford Diocesan Academies Trust | 23.2% | 17.9% | - |
| Delta Academies Trust | 25.8% | 28% | - |
| Enhance Academy Trust | 29% | 38% | 35% |
| The Gorse Academies Trust | 15.4% | 18.1% | - |
| Harris Federation | 18.2% | 17.8% | - |
| Outwood Grande Academies Trust | 26.9% | 25% | 25.1% |

** owing to the pandemic the legal requirement to for Gender Pay Gap reporting was removed for 2019/2020 and therefore many schools / trusts chose not to report*

The data highlights again the reduction in our gender pay gap since reporting began, and also highlight that as well as being below the national, our pay gap is now favourable when comparing to other similar sized trusts.

We are pleased to see our gender pay gap has reduced, however we recognise that the gap needs to be narrowed further and as a trust we continue to engage in processes designed to help females within the organisation develop and grow. These are as follows:

- Identifying the proportions of men and women applying for vacancies and being appointed, this will include those applying for and obtaining promotions.
- Implementation of middle and senior leadership development programmes which are equally accessible to all staff.
- Encourage both teaching and support staff at all levels to participate in the performance management pathways using formal, informal training.
- Continue to use the Trust Flexible Working policy to help to recruit, retain and motivate employees.

Whilst we are committed to reducing the gender pay gap further, our main focus will always be in ensuring the right person is employed for the role in question, regardless of their gender, so that we are able to achieve our vision of making a positive difference to the lives of as many young people as possible.

Signed:  Date: 29 March 2021

Michael Gosling
Chief Executive Officer