

Gender Pay Gap Report 2024

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 have been required to publish the results on our website and to a government website since March 2017. We 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).

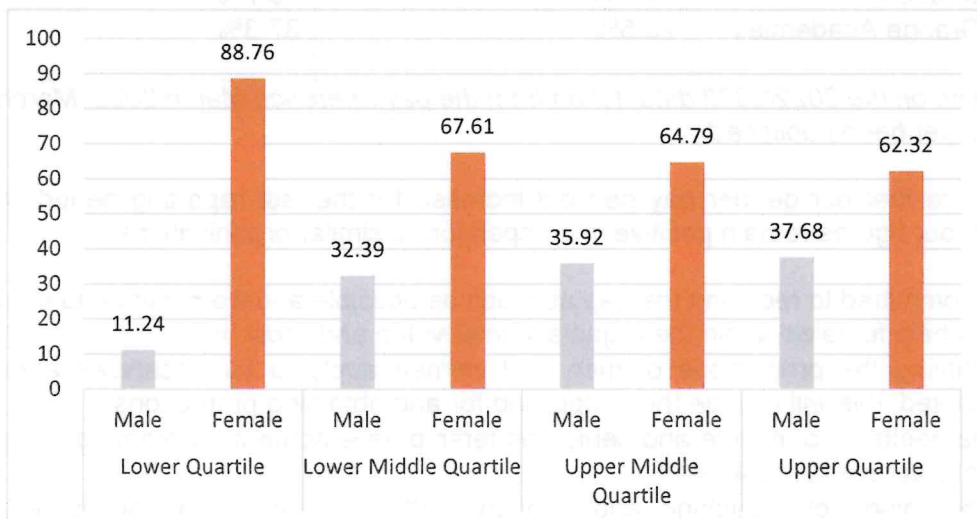
Data Used

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 2023 and bonuses paid in the 12 months to 31 March 2023.

Findings

Mean Hourly Rate Gender Pay Gap: 17.5%	Median Hourly Rate Pay Gap: 25.4%
Mean Bonus Gender Pay Gap: 100%	Median Bonus Gender Pay Gap: 100%
Women who received a bonus: 0	Men who received a bonus: 1

Proportion of males and females in each pay quartile:



Understanding the findings

On 31 March 2022 we had 1137 relevant employees; 29% were male and 71% were female.

When reporting commenced in March 2017, the mean gender pay gap within Trinity Multi Academy Trust was 26.89%. Since then, the gender pay has gradually decreased. For the last reporting period, the Trust saw the gender pay gap increase to 17.5%.

Females are the dominant workforce across all four of the pay quartiles. Females make up 62.32% and 64.79% of the upper and upper middle quartile respectively and, as a trust, we believe that the pay gap is not due to a lack of females within senior and middle leadership roles but is predominantly due to a larger proportion of females than males within the lower quartile. Within the last reporting period, the percentage of males within the lower quartile fell

to 11.24% from 15.95% which has contributed to the increase in the pay gap. It should be noted that whilst we encourage males to apply for roles that fall within the lower pay quartiles, many of these roles continue to attract 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 internal 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 and median hourly pay gap from other similar sized trusts has been compared*:

Trust	Mean Average Pay Gap	Median Average Pay Gap
Abbey MAT	20.5%	43.9%
Bradford Diocesan Academies Trust	24.7%	40.8%
Delta Academies Trust	29.1%	48.6%
Enhance Academy Trust	39%	50.5%
The Gorse Academies Trust	15.8%	13.3%
Harris Federation	14.7%	13.7%
Outwood Grange Academies Trust	20.5%	37.3%

**Data is based on the 2022/2023 data, taken from the pay reference March 2022. March 2023 data has not yet been published.*

Whilst we note that our gender pay gap did increase for the last reporting period, we are pleased that our figures remain positive in comparison to similar organisations.

We remain committed to reducing the gap as much as possible and we continue to engage in processes to help females within the organisation develop and grow by:

- 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.
- Encouraging both teaching and support staff at all levels to participate in the performance management processes, designed to support development and career progression.
- Continuing to use the Trust Flexible Working Policy to help to recruit, retain and motivate employees.

Whilst we aim to reduce the gender pay gap further, our 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: 06th February 2024

Michael Gosling
Chief Executive Officer