

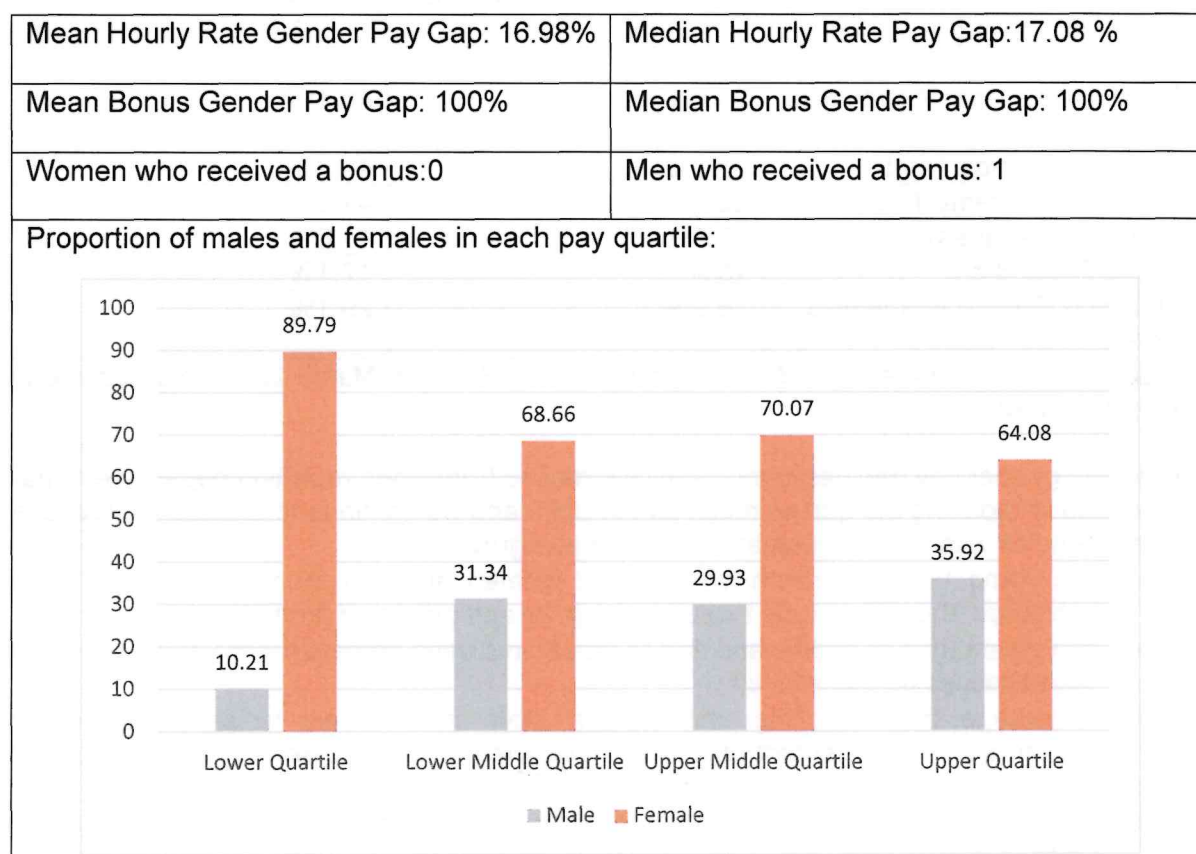
## Gender Pay Gap Report 2025

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 relevant employees as of 31 March 2024 and bonuses paid in the 12 months to 31 March 2024.

### Findings



### Understanding the findings

On 31 March 2024, 73% of the relevant employees for reporting purposes were female.

When reporting commenced in March 2017, the mean gender pay gap within Trinity Multi Academy Trust was 26.89% and median pay gap was 44.7%. Since then, the gender pay has gradually decreased and for the latest reporting period the mean pay gap was 16.98% and median pay gap was 17.08%.

Females are the dominant workforce across all four of the pay quartiles. Females make up 64.08% and 70.07% 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. 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                         | 17%                  | 30%                    |
| Bradford Diocesan Academies Trust | 23.6%                | 45.1%                  |
| Delta Academies Trust             | 25.2%                | 44.6%                  |
| Enhance Academy Trust             | 32%                  | 41%                    |
| The Gorse Academies Trust         | 15.9%                | 11.8%                  |
| Harris Federation                 | 15%                  | 17.1%                  |
| Outwood Grange Academies Trust    | 18.2%                | 29.1%                  |

*\* Data is taken from the pay reference period of March 2023. March 2024 data has not yet been published.*

Whilst our gender pay gap has significantly decreased from when reporting began, 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:

- 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 processes, designed to support development and career progression.
- Continue 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: 17<sup>th</sup> January 2025

Michael Gosling  
Chief Executive Officer