

**Gender Pay Gap Report: Submitted March 2022**

**Eastern Multi Academy Trust (EMAT) Statutory Reporting**

**OVERVIEW**

This is the fifth report produced under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. As a public sector body with over 250 employees Eastern Multi-Academy Trust has a duty to measure and report upon its gender pay gap. Data is captured at 31 March in each year. For the purpose of this report, this is March 2021 and covers;

- The difference in the mean pay of full pay men and women expressed as a percentage
- The difference in median pay of full pay men and women expressed as a percentage
- The proportion of full pay men and women in each of the four quartile bands

Eastern Multi Academy Trust (EMAT) is an educational trust providing primary and secondary academy education within the Eastern Region. In March 2021, the Trust comprised of fifteen academies with 86.7% in primary education and 13.3% in secondary education settings. Eastern Multi-Academy Trust does not pay bonuses and therefore reporting is not provided within this return. The report is based upon 759 full pay relevant employees.

**Gender Pay Gap reporting**

Reporting information is based upon the staff breakdown for the period as follows:

Gender	Female	Male
Percentage	83%	17%

Within Eastern Multi Academy Trust (EMAT) 83% of headcount is female. Within the education sector, there is a consistent trend within majority (and whole) primary education trusts for the workforce to be predominantly female.

- The difference in the **mean** hourly rate of pay between male and female **full pay relevant employees**

March data 2021	Mean £		
Male	19.54	Female	13.37

March data 2021	Mean
2017	33%
2018	36.5%
2019	31.6%
2020	31.2%
2021	31.6%

*The mean pay gap is 31.6% - a 0.4% increase from the last reporting last year.*



- The difference in the **median** hourly rate of pay between male and female **full pay relevant employees**

March data Year	Median £		
Male	16.46	Female	10.83

March data Year	Median
2017	42.5%
2018	48.5%
2019	42%
2020	39.5%
2021	34.2%

*The median pay gap is 34.2% - a 5.3% reduction from the last reporting last year.*

- The **proportion** of male and female full pay relevant employees in each of **four quartiles** pay bands

March data 2021	Female	Male
First Quartile (Lower)	94.2%	5.8%
Second Quartile (Lower Middle)	90%	10%
Third Quartile (Upper Middle)	81.6%	18.4%
Forth Quartile (Upper)	66.3%	33.7%

## Commentary

The Trust remains committed to aligning our workforce strategies to close our Gender Pay Gap and address any factors that impact negatively on pay equality.

### Our commitment to action as part of our Gender Pay Gap Action Plan 2022/23

- **Job Evaluation**

Providing a fair and transparent means to clarify the hierarchy of jobs within the Trust and help to ensure that all employees can see how pay and grading structures have been developed and implemented.

- **Pay terms and conditions**

We will continue to investigate how gender pay gap findings can support improving the gender pay profile. Ensuring consistent application of pay and transparency of wider total reward offerings; teaching staff are paid in accordance with National Pay and Conditions for teachers and the Local Government Services pay framework agreement for support staff.

- **Flexibility**

With the changing expectation of employees and the current labour market economy, it is more important than ever that working in the education sector is compatible with family life and work life balance in order to be attractive to aspiring, current, inactive teachers, academic support and business support staff. Enabling greater flexible working will help to retain, develop and progress current talent



and attract a wider pool of potential employees bringing a more diverse range of skills and experience into the workforce and provide greater equality of opportunity.

➤ **Supporting each other in the moments that matter**

The Trust remains focused upon optimising accessibility to work and career progression, by offering greater flexibility at all levels of the organisation, including flexible and part time working and job sharing. The impact of career milestone moments such as maternity, shared parental leave, career break, health and caring factors will be assessed to minimise barriers to progression and retention.

We will undertake analysis on leavers by gender and seniority to identify if a higher percentage of females are leaving more quickly than males (particularly in higher paid positions) and seek to understand the reasons why.

➤ **Key Skill acquisition and hiring activity**

We will bring greater focus to internal upskilling and offering in-work training; with access to leadership and development programmes, education sector return to work programme, skills training, and professional networks. Alongside this, we will review and develop hiring strategies to evaluate where and how vacancies are advertised, who is involved in shortlisting and interviewing candidates, and routes into the sector or occupational groupings; emphasising training, equality, wellbeing and flexibility as standard.

**Financial, Regulatory, Legal and Governance comments**

Appointments, pay scales and awards follow Teachers Pay and Local Government Pay terms and conditions, Academy Trust Handbook and ESFA requirements.

Gender Pay reporting will be published in accordance with statutory reporting requirements.

**Zoe Baxter, FCIPD, Director of People and Culture**