

Gender Pay Gap Report: Submitted March 2023

Eastern Multi Academy Trust (EMAT) Statutory Reporting

OVERVIEW

This is the sixth 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 2022 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 2022, the Trust comprised of fourteen academies with 92.86% in primary education and 7.14% 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 592 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 | 87.5% | 12.5% |

Within Eastern Multi Academy Trust (EMAT) 87.5% 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 2022 | Mean £ | | |
|-----------------|--------|--------|-------|
| Male | 19.16 | Female | 13.10 |

| March Data Year | Mean |
|-----------------|-------|
| 2017 | 33% |
| 2018 | 36.5% |
| 2019 | 31.6% |
| 2020 | 31.2% |
| 2021 | 31.6% |
| 2022 | 31.6% |

The mean pay gap is 31.6% - a 0% variation 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 2022 | Median £ | | |
|-----------------|----------|--------|-------|
| Male | 16.46 | Female | 10.39 |

| March data Year | Median |
|-----------------|--------|
| 2017 | 42.5% |
| 2018 | 48.5% |
| 2019 | 42% |
| 2020 | 39.5% |
| 2021 | 34.2% |
| 2022 | 36.9% |

The median pay gap is 36.9% - a 2.7% increase 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 2022 | Female | Male |
|--------------------------------|--------|--------|
| First Quartile (Lower) | 89.86% | 10.14% |
| Second Quartile (Lower Middle) | 95.27% | 4.73% |
| Third Quartile (Upper Middle) | 91.22% | 8.78% |
| Forth Quartile (Upper) | 73.65% | 26.35% |

Commentary

Our Trust remains committed to aligning our workforce strategies and planning, equality impact assessing our decisions and policies, to continue to work towards reducing our Gender Pay Gap and any factors that may impact negatively on pay equality.

Financial, Regulatory, Legal and Governance comments

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

Eastern Multi-Academy Trust (EMAT) is committed to promoting a diverse and inclusive community – a place where we can all be ourselves and succeed on merit. Our workplace practices support a range of family friendly, flexible and inclusive work arrangements, staff engagement forums and employee support services to welcome and support staff from different backgrounds. Our ambition is to demonstrate in our work together that we promote an inclusive environment and signal our commitment to celebrate and promote diversity.

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

Zoe Baxter, FCIPD, Director of People and Culture