

Gender Pay Gap Report: Submitted March 2025

Eastern Multi Academy Trust (EMAT) Statutory Reporting

OVERVIEW

This is the seventh 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 2024 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 2024, the Trust comprised of twelve academies with 91.67% in primary education and 8.33% 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 491 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	84.73%	15.27%

Within Eastern Multi Academy Trust (EMAT) 84.73% 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 2023	Mean £		
Male	22.96	Female	15.94

March Data Year	Mean
2017	33%
2018	36.5%
2019	31.6%
2020	31.2%
2021	31.6%
2022	31.6%
2023	30.9%
2024	30.6%

The mean pay gap is 30.6% - a -0.3% 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 2023	Median £		
Male	21.41	Female	13.24

March data Year	Median
2017	42.5%
2018	48.5%
2019	42%
2020	39.5%
2021	34.2%
2022	36.9%
2023	36.8%
2024	38.2%

The median pay gap is 38.2% - a 1.4% decrease 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 2023	Female	Male
First Quartile (Lower)	82.79%	17.21%
Second Quartile (Lower Middle)	100.00%	0.00%
Third Quartile (Upper Middle)	88.62%	11.38%
Forth Quartile (Upper)	67.48%	32.52%

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.

Deborah Rapkins, FCIPD, Director of People