

## **GENDER PAY GAP REPORT**

SNAPSHOT DATE 31 MARCH 2025

### **Introduction**

Organisations with over 250 employees must publish statutory gender pay gap data annually. The purpose of the report is to analyse the scale of the gender pay gap between male and female employees. The snapshot date for the report is 31<sup>st</sup> March each year. The data for public sector organisations in respect of the prior year must be published by 30<sup>th</sup> March each year.

The information that is required to be published each year is as follows:

- the difference in the mean pay of full-pay men and women, expressed as a percentage;
- the difference in the median pay of full-pay men and women, expressed as a percentage;
- the proportion of full-pay men and women in each of four quartile pay bands
- the proportion of men and women who received bonus pay;
- the difference in mean bonus pay of men and women, expressed as a percentage;
- the difference in median bonus pay of men and women, expressed as a percentage;

This report outlines the gender pay gap analysis for Rise Multi Academy Trust and describes the actions taken to minimise the gender pay gap. The gender pay gap report is published onto the Trust website, and it also uploaded on the Gender Pay Gap reporting website of the Government Equality Office.

It is important to note that "Gender Pay Gap" is different to "Equal Pay". Equal pay relates directly to comparing the pay of men and women carrying out the same / similar jobs or work of equal value – equal pay for equal work. It is illegal to pay people differently due to their gender.

### **Gender Pay Gap**

Rise Multi Academy Trust is committed to the promotion of equality of opportunity and supports the fair treatment of all staff irrespective of gender through our transparent recruitment processes, pay policies and professional development.

Our Trust pays staff in accordance with the School Teacher Pay and Conditions Document (STPCD) as published each year, and National Joint Council (NJC) pay and conditions for support staff. Our male and female staff are paid within the same pay band for the same job role or work of equivalent value.

On the snapshot date (31<sup>st</sup> March 2025) there were 615 relevant employees, of which 542 (88%) were female and 73 (12%) were male.

There are significantly higher proportions of women working in support roles (within the lower quartiles) which has a significant impact on gender pay reporting. Proportionately more women are employed in lower paid roles such as teaching assistants, midday supervisors and school administration, many of which are part time roles. The overall gender pay gap therefore reflects workforce composition rather than pay inequalities.

The Trust is dedicated to narrowing its gender pay gap. In order to do this the Trust is:

- Ensuring our recruitment campaigns help us to increase the diversity of applicants
- Enhancing our family-friendly working practices including flexible and remote working opportunities
- Continuing to encourage women to apply for promotion/roles at higher grades
- Developing the offer for continual professional development (CPD) allowing all employees to further develop their skills and obtain relevant professional qualifications

#### MEAN AND MEDIAN GENDER PAY GAP IN HOURLY RATE OF PAY

(Data in **green** signifies a positive change and data in **red** signifies an adverse change)

|                                     | Mean gender pay gap in hourly pay | Median gender pay gap in hourly pay |
|-------------------------------------|-----------------------------------|-------------------------------------|
| Pay gap % difference male to female | 22.01%; (2024: 20.52%)            | 34.24%; (2024: 30.49%)              |
| Comparison to 2024 data             | <b>+1.49%</b>                     | <b>+3.75%</b>                       |

#### PROPORTION OF MALE AND FEMALE EMPLOYEES ACCORDING TO QUARTILE PAY BANDS

|   | Lower quartile | Lower middle quartile | Upper middle quartile | Upper quartile |
|---|----------------|-----------------------|-----------------------|----------------|
| Male (% males in each quartile compared to all employees)     | 2.61%          | 10.39%                | 16.88%                | 17.53%         |
| Comparison to 2024 data                                       | -3.47%         | + 1.67%               | + 0.10%               | +0.75%         |
| Female (% females in each quartile compared to all employees) | 97.39%         | 89.61%                | 83.12%                | 82.47%         |
| Comparison to 2024 data                                       | +3.47%         | -1.67%                | - 0.10%               | -0.75%         |

There were no bonus payments during the reporting period.

I confirm that the information is correct.

**Dave Ellison-Lee**; Chief Executive Officer

Date: 14<sup>th</sup> January 2026