

Rise Multi Academy Trust:

GENDER PAY GAP REPORT

(SNAPSHOT DATE 31 MARCH 2022)

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MEAN AND MEDIAN GENDER PAY GAP IN HOURLY RATE OF PAY

	Mean gender pay gap in hourly pay	Median gender pay gap in hourly pay
Pay gap % difference male to female	24.51%	42.04%

MEAN AND MEDIAN GENDER PAY GAP IN BONUS PAY

	Mean gender pay gap for bonus pay	Median gender pay gap for bonus pay
Pay gap % difference male to female	0%	0%

PROPORTION OF MALE AND FEMALE EMPLOYEES WHO WERE PAID BONUS PAY

Male employees (% paid a bonus compared to all male relevant employees)	0%
Female employees (% paid a bonus compared to all female relevant employees)	0%

PROPORTION OF MALE AND FEMALE EMPLOYEES ACCORDING TO QUARTILE PAY BANDS

	Quartile 1. Lower	Quartile 2. Lower middle	Quartile 3. Upper middle	Quartile 4. Upper
Male (% males in each quartile compared to all employees)	7.95%	5.68%	9.09%	20.22%
Female (% females in each quartile compared to all employees)	92.05%	94.32%	90.91%	79.78%

I confirm that the information is correct

Date: 4th April 2023

M. Lee

Position: Chief Executive Officer

Supporting narrative

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.

All our posts are aligned to nationally agreed pay scales and our male and female staff are paid within the same pay band for the same job role or work of equivalent value.

The Gender Pay Gap is a high level, non-adjusted indicator of male and female earnings which is affected by workforce distribution and workforce make-up. Gender pay reporting is not an issue of equal pay.

The majority of our female employees are in the lower pay quartiles which has a significant impact on gender pay reporting.

Rise Multi Academy Trust support our employees with a number of family friendly provisions such as part time and flexible working, which our employees choose to take advantage of.

The overall gender pay gap therefore reflects workforce composition rather than pay inequalities.

Looking ahead we are:

- Ensuring our recruitment campaigns help us to increase the diversity of applicants.
- Enhancing our family-friendly working opportunities including flexible and remote working opportunities.
- Encouraging women to apply for promotion/roles at higher grades.

