

# **Rise Multi Academy Trust:**

# **GENDER PAY GAP REPORT**

(SNAPSHOT DATE 31 MARCH 2023)

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

(Data in red signifies a negative decrease and data in green signifies a positive increase)

	Mean gender pay gap in hourly pay	Median gender pay gap in hourly pay
Pay gap % difference male to female	21.65%	30.16%
Comparison to 2022 snapshot	-2.86%	-11.8%

## 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	56.33%	70.00%

## PROPORTION OF MALE AND FEMALE EMPLOYEES WHO WERE PAID BONUS PAY

Male employees (% paid a bonus compared to all male relevant employees)	5.17%
Female employees (% paid a bonus compared to all female relevant employees)	0.63%

## 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)	5.74%	7.38%	14.75%	14.75%
Comparison to 2022 snapshot	- 2.21%	+ 1.7%	+ 5.66%	- 5.47%
Female (% females in each quartile compared to all employees)	94.26%	92.62%	85.25%	85.25%
Comparison to 2022 snapshot	+2.21%	-1.7%	- 5.66%	+ 5.47%

I confirm that the information is correct Date:

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.

Our Trust pays in accordance with the School Teacher Pay and Conditions (STPC) document as published each year, and National Joint Council (NJC) pay and conditions. 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. There are significantly higher proportions of women working in support roles (within the lower 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. However, we are pleased that the gender pay gap has decreased since our last report in 2022.

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.

