

# Manor Multi Academy Trust

## Gender Pay Gap Report – 31 March 2023

### Difference in mean and median hourly rate of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference male to female	20.1%	33.7%

### Difference in mean and median bonus pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference male to female	N/A	N/A

### Proportion of male and female employees who were paid bonus pay

	Proportion receiving a bonus
Male employees (% paid a bonus compared to all male employees)	0
Female employees (% paid a bonus compared to all male employees)	0

### Proportion of male and female employees according to quartile pay bands

	Quartile 1 Lower	Quartile 2 Lower Middle	Quartile 3 Upper Middle	Quarter 4 Upper
Male (% males to all employees in each quartile)	1.8%	8.2%	18.2%	18.2%
Female (% males to all employees in each quartile)	98.2%	91.8%	81.8%	81.8%

## SUPPORTING STATEMENT

The gender pay gap report provides the statutory information that Manor Multi Academy Trust is required to publish in accordance with legislation introduced in 2017. The legislation requires all employers with over 250 employees to publish their gender pay gap.

This report will identify the gender pay gap for the trust as a whole. All employers are required to provide six measures of gender pay gap. These are:

1. percentage of men and women in each hourly pay quarter
2. mean (average) gender pay gap using hourly pay
3. median gender pay gap using hourly pay
4. percentage of men and women receiving bonus pay
5. mean (average) gender pay gap using bonus pay
6. median gender pay gap using bonus pay

At the snapshot date of 31<sup>st</sup> March 2023 Manor Multi Academy Trust comprised of nine academies (all primary) representing learners from nursery to year 6. There were also centrally employed staff and a Teaching School Hub.

Manor Multi Academy Trust employs 441 staff, 295 on NJC Terms and Conditions, 145 on Teachers Terms and Conditions and 1 on Soulbury Terms and Conditions. The gender composition of the employees is 88.4% female and 11.6% male.

In relation to the 2021 census which shows that 50.6% of the general population of England and Wales is female and 49.4% are male, this suggests an under representation of male employees at Manor Multi Academy Trust. However, it is generally the case in the sector, in particular primary schools where the gender composition is made up largely of groups of female employees.

The current median gender pay gap of all employees within the Trust is 33.7% which is above the national of 15.4%. However as the Trust employees staff on two separate terms and conditions, where the jobs and levels of pay are not obviously comparable, individual analysis shows the median gender pay gap for both sets of employees is 0%.

In payroll terms, in the Lower quartile women are over-represented and in the Upper quartile women are under-represented. The trust has a large number of women in valuable but lower paid support staff roles, with hours that align to the hours of attendance of the students and work term time only. This is most prominent in the Lower quartile.

Equal pay is an overall strength of the sector in particular due to the national pay scales for teachers and support staff in schools. Manor Multi Academy Trust pay above the pay scales set nationally for teachers and use a pay structure that is made up of the NJC spinal column points for support staff, which was developed following an analytical job evaluation scheme. Therefore, any differences in pay between men and women on the same pay grade can be attributed to differences in length of service.

Manor Multi Academy Trust is committed to ensuring fair pay for all members of staff and is not complacent in addressing the gender pay gap as part of this ongoing process. The outcomes of the pay award decisions are shared with our board of trustees for scrutiny and pay policies and practices are actively reviewed.

**Supporting Statement**

I confirm that the information published here is accurate.

**Signature***Anthony Smith***Status/position**

Chief Financial Officer

**Date**21<sup>st</sup> February 2024