

Gender Pay Gap Report

SNAPSHOT DATE: 31/03/2024

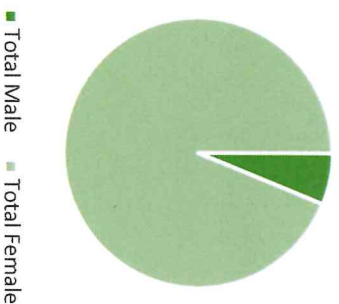
This report sets out the gender pay gap at the Arden Forest C of E Multi Academy Trust. Before reading this report it is important to understand how gender pay gap reporting differs from equal pay. Equal Pay is a legal requirement to pay men and women equally for equal work, whereas the Gender Pay Gap is a measure of the difference between men's and women's average earnings across an organization, and is expressed as a percentage of men's earnings.

This is the second year that the Arden Forest C of E Multi Academy Trust has reported on these figures and so can compare to 31/03//2023 data.

Our Results

The Arden Forest C of E Multi Academy Trust consists of nine primary schools across South Warwickshire and at the time of this report had 374 staff, of which 351 were female (94%) and 23 (6%) were male. Teachers are paid in line with the Teachers Pay Scales for England and Support Staff are paid on the NJC Pay Scale.

Gender Split Relevant Employees



Proportion of male and female employees according to quarter pay bands

	QUARTER 1 (LOWER)	QUARTER 2 (LOWER MIDDLE)	QUARTER 3 (UPPER MIDDLE)	QUARTER 4 (UPPER)
Male (% males to all employees in each quarter)	4.26	6.45	7.45	6.45
Female (% females to all employees in each quarter)	95.74	93.55	92.55	93.55

Difference in mean and median hourly rates of pay

	DIFFERENCE IN THE MEAN HOURLY PAY	DIFFERENCE IN THE MEDIAN HOURLY PAY
Pay gap. % difference male to female	10.19	9.65

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 female employees)	0

Difference in mean and median bonus pay

	DIFFERENCE IN THE MEAN BONUS PAY	DIFFERENCE IN THE MEDIAN BONUS PAY
Pay gap. % difference male to female	0%	0%

SUPPORTING STATEMENT

I can confirm that the information published here is accurate.

Signature: 

Date: ... 26-3-25

Status/position: CEO

SUPPORTING NARRATIVE

- The gap in our mean annual pay is higher than average. The Office for National Statistics 2024 data had the average gender pay gap as 7.1% in April 23 and our gap sits at 10.2%. Analysis of this gap would suggest that it can be attributed to a number of factors
- Whilst in all categories of staff roles are predominantly occupied by women, there is a higher proportion of men in our senior roles, especially in our upper middle quartile (7.45%). By contrast there are less than 4.3% of men in the roles occupying our lower middle quartile.
 - Our male earners are typically in full time roles, whereas more women occupy part time roles such as cleaners, midday supervisors or job share class teachers.
 - We recognise that some of our more senior roles are full time roles and that can be a challenge for staff who are primary caregivers.

ACTION PLAN

- We have a much greater granularity of our data this year as the figures are broken against all roles, unlike our data for last year which took an average pay for a person with multiple contracts. We will compare this to our 25 data as this will give us a more reliable comparison.
- As a MAT we have now had the data from two wellbeing surveys and we are looking to understand this data to look at how to help more women to feel they are able to balance leadership with parenthood. Our Growing Great People strategy is crucial to us supporting our staff to be the best they can and to grow within their roles.
- We will continue to ensure that through our recruitment practices we are clear on our commitment to equality and diversity and are using wording that does not prejudice against applicants.
- We are linking externally to other MATs and networks across the sector to ensure that we are sharing best practice and benchmarking correctly.