



omega
MULTI-ACADEMY TRUST

Gender Pay Gap Report 2025

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| Snapshot Date used for Data: | 31.03.2024 |
| Date Prepared: | 14.02.2025 |
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This 2025 Report is for a snapshot of all the workforce across the Trust's schools taken on 31.3.24. Headline figures are shown below for both the Mean and the Median over the last six years.

| | 2020 Report (30.3.19) | | | 2021 Report (31.3.20) | | | 2022 Report (31.3.21) | | |
|-------------------------|------------------------|--------------------------|-------------|------------------------|--------------------------|-------------|------------------------|--------------------------|--------------|
| | Male Hourly rate | Female Hourly Rate | GPG % | Male Hourly rate | Female Hourly Rate | GPG % | Male Hourly rate | Female Hourly Rate | GPG % |
| Mean GPG % | £20.42 | £15.71 | 23.1 | £20.69 | £15.65 | 24.3 | £21.50 | £17.15 | 20.23 |
| Median GPG % | £18.94 | £13.20 | 30.3 | £19.48 | £13.64 | 29.9 | £20.12 | £14.60 | 27.44 |
| Quartile 1 % | 33.7 | 66.3 | | 32.26 | 67.74 | | 32.69 | 67.31 | |
| Quartile 2 % | 24.7 | 75.3 | | 26.88 | 73.12 | | 27.56 | 72.44 | |
| Quartile 3 % | 21.2 | 78.8 | | 16.13 | 83.87 | | 20.51 | 79.49 | |
| Quartile 4 % | 9.4 | 90.6 | | 9.68 | 90.32 | | 13.38 | 86.62 | |

| | 2023 Report (31.3.22) | | | 2024 Report (31.3.23) | | | 2025 Report (31.3.24) | | |
|-------------------------|------------------------|--------------------------|--------------|------------------------|--------------------------|-------------|------------------------|--------------------------|-------------|
| | Male Hourly rate | Female Hourly Rate | GPG % | Male Hourly rate | Female Hourly Rate | GPG % | Male Hourly rate | Female Hourly Rate | GPG % |
| Mean GPG % | £25.50 | £20.40 | 20.02 | £20.82 | £17.37 | 16.6 | £22.52 | £18.42 | 18.2 |
| Median GPG % | £25.12 | £14.26 | 43.23 | £18.79 | £15.46 | 17.7 | £21.33 | £15.54 | 27.2 |
| Quartile 1 % | 29.33 | 70.67 | | 28 | 72 | | 30 | 70 | |
| Quartile 2 % | 30.67 | 69.33 | | 30 | 70 | | 32 | 68 | |
| Quartile 3 % | 22.52 | 77.48 | | 22 | 78 | | 19 | 81 | |
| Quartile 4 % | 10.60 | 89.40 | | 12 | 88 | | 13 | 87 | |

Quartiles are within the organisation and an even split of 25% of total staff.