



The Rodillian Multi Academy Trust

Gender Pay Gap Report as at 31 March 2019

In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, the Trust is required to report the following information on the difference in hourly rates of pay between male and female employees, expressed as a percentage of the male figure.

Mean Pay Gap

The difference between the mean (average) hourly rates of pay for male and female employees is 13.8%.

Median Pay Gap

The difference between median (midpoint) hourly rates of pay for male and female employees is 5.0%.

Bonuses

No bonus payments were made to any male or female employees. As a result the Mean Bonus Gap and Median Bonus Gap are both 0.0%.

Proportion of males and females in each pay quartile

When employees are ordered from highest to lowest hourly pay rates and divided into four groups, the proportion of male and female employees in each group are as follows:

Top quartile	59.7% female	40.3% male
Upper middle quartile	70.5% female	29.5% male
Lower middle quartile	68.8% female	31.2% male
Lower quartile	70.1% female	29.9% male

Gender Pay Gap Narrative

The gender pay gap information is a measure of the difference between average earnings for men and women across all roles within an organisation. There is however no difference in the amounts earned by men and women working in the same role; they receive equal pay as required by the Equality Act 2010.

Employees of the Trust are recruited and evaluated on their merits with no gender bias and there is a fairly consistent split of teaching staff across all grades. For some part time and lower paid support roles there is a greater proportion of female employees and this results in some reduction of the female mean and median pay rates. We are confident that the pay gap shown is due to the structure of the workforce rather than any gender differences in recruitment, pay or opportunity.

I confirm this information has been prepared from payroll data on the snapshot date of 31 March 2019 and accurately shows the Gender Pay Gap information for The Rodillian Multi Academy Trust.

Denise Kriens
Director of HR
The Rodillian Multi Academy Trust

6 January 2020