



2021 Gender Pay Gap Report

As an employer of over 250 employees, the Trust is required in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (“the Regulations”) to carry out Gender Pay Gap reporting. The Trust is committed to Equal Opportunities and Diversity. Underpinning all our actions, irrespective of gender are the following policies:

- Equal Opportunities Policy
- Equality and Diversity Policy
- Flexible Working Guidance
- Recruitment and Selection Policy
- Work and Families Policy
- Work and Families Guidance

These policies set out our commitment to ensure fair and equal treatment for all and are available on request from the Trust

In determining pay for Trust Employees, the Trust takes account of National Agreements for the pay of teachers and support staff and seeks to ensure full compliance with equal pay. Employees are recruited based on their qualities and skills rather than their characteristics.

Under the Regulations, 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.

Equal Pay

The gender pay gap is not the same as unequal pay. Unequal pay is paying women less than men for the same work. This has been unlawful since the Equal Pay Act 1970 was passed. This report explores why the Trust has a gender pay gap and identifies how we intend to close the gap.

Mean Pay Gap

The difference between the mean (average) hourly rates of pay for male and female employees is 10.92%. Down from 11.64% in 2020.

Median Pay Gap

The difference between median (midpoint) hourly rates of pay for male and female employees is 10.87%. Up from 4.44% in 2020.

Bonuses

No bonus payments were made to any 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	64.20% female	35.80% male
Upper middle quartile	69.14% female	30.86% male
Lower middle quartile	68.75% female	31.25% male
Lower quartile	74.07% female	25.93% male

Gender Pay Gap

The gender pay gap information is a measure of the difference between average earnings for men and women across all roles within an organisation. Like most Educational Providers, the majority of our workforce are female. 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.

The published information has been prepared from payroll data on the snapshot date of 31 March 2021, is accurate at the time of publication and is signed by Andy Goulty, Chief Executive and Trustee.

Andy Goulty
Chief Executive and Trustee
The Rodillian Multi Academy Trust
17 January 2022