



## Gender Pay Gap Report – January 2025

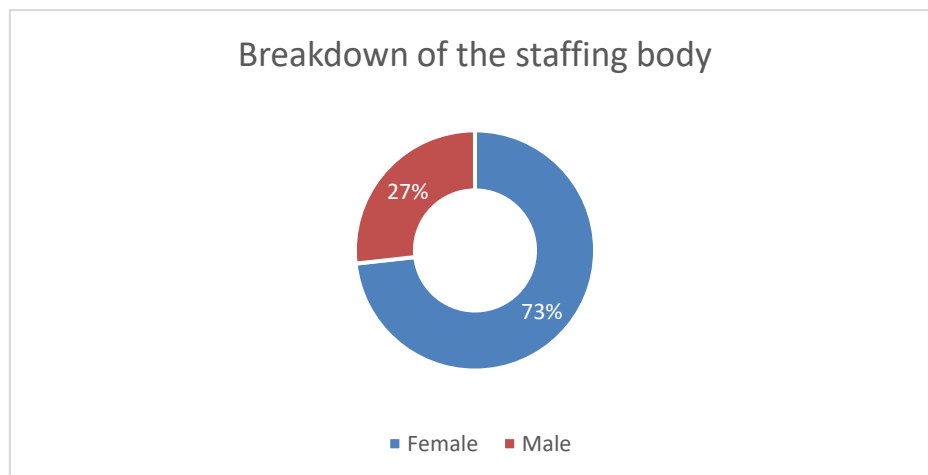
The following report has been prepared in line with the requirement for employers with 250 or more employees to identify and publish their gender pay gap figures on an annual basis.

Gender Pay Gap analysis takes into account both the mean and median earnings of women and men. It should be noted that the earnings figures analysed in the report are from March 2024.

To provide a greater depth of analysis, comparable graphs from the 2024 Gender Pay Gap, which takes into account pay data from March 2023, are also included in the report.

### Breakdown of the staffing body

This report is based on the 314 individuals paid by Generations Multi Academy Trust at the end of March 2024. Note that casual staff who did not work in March 2023 have not been counted in the data.



The breakdown as at March 2024 shows the same proportions as at March 2023.

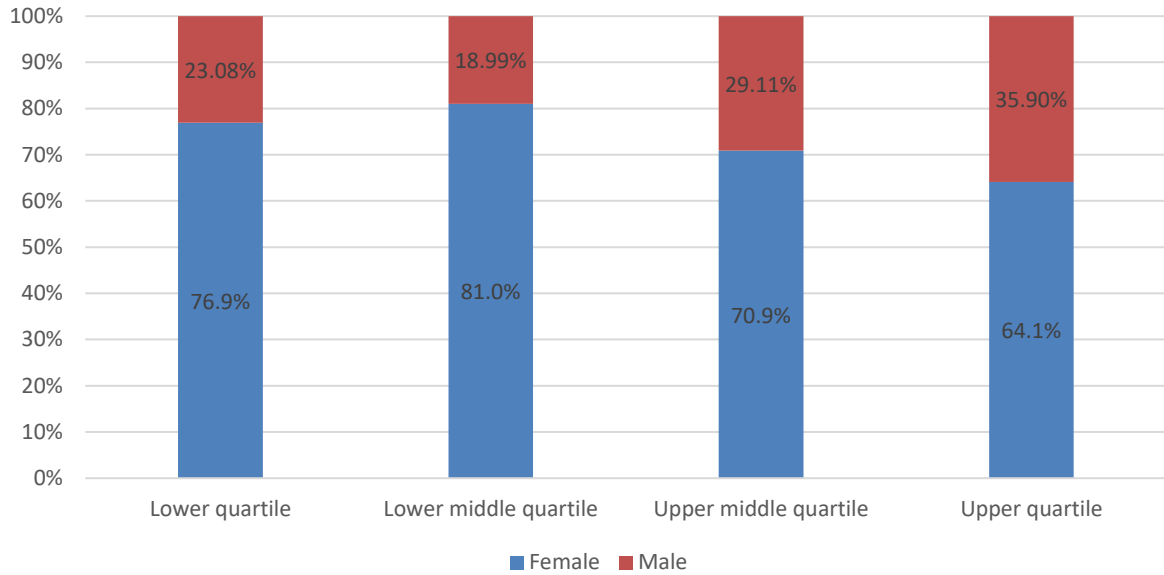
The latest publication of the DfE's School Workforce Census data indicates that 75% of the teaching workforce is female. Albeit that the above graph includes Support Staff, the Trust's breakdown of the staffing body echoes the DfE's statistics.

### Proportion of females and males in each quartile pay band

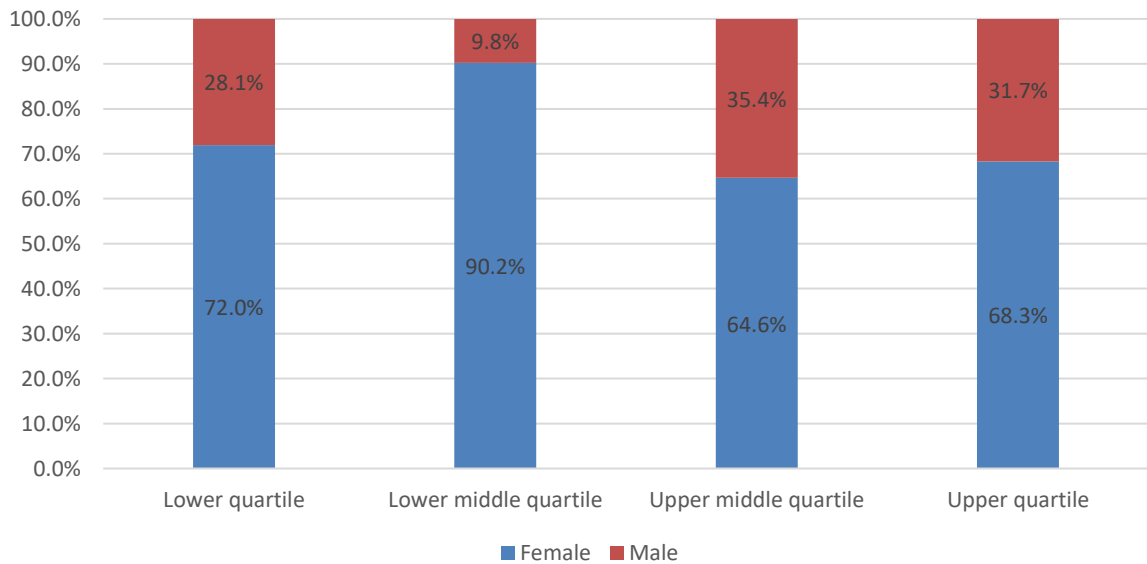
The distribution of gender across the four quartiles of pay ranges can be viewed in the graph below. (Note that a "quartile" is one of four equal groups into which the staffing body can be divided e.g. the "upper quartile" contains the 25% of Trust staff who earn the highest hourly rate).



Proportion of females and males in each quartile -  
March 2024 data

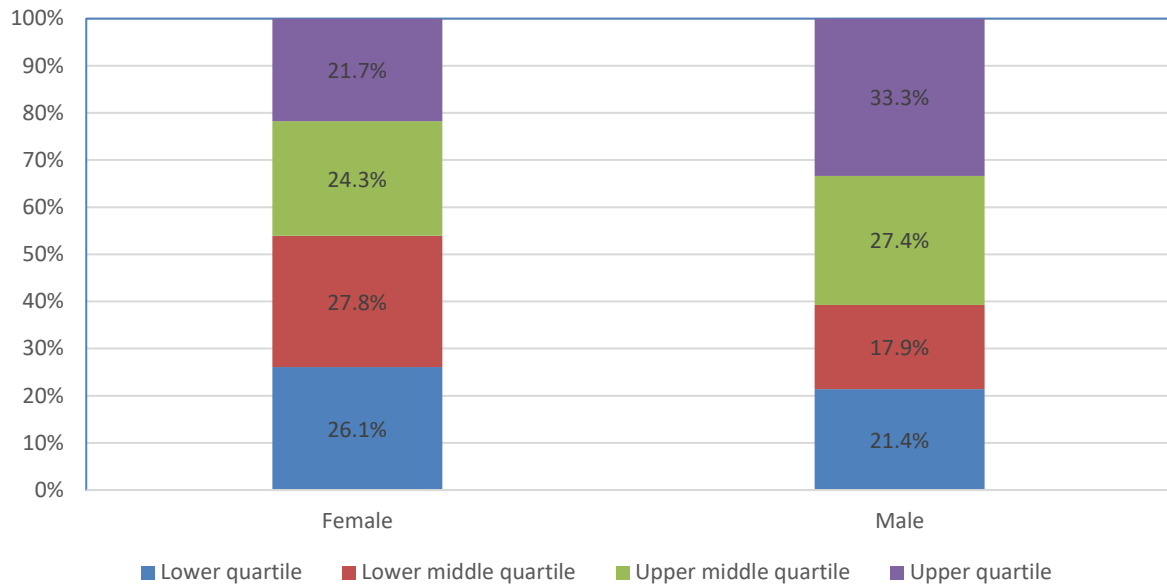


Proportion of females and males in each quartile -  
March 2023 data

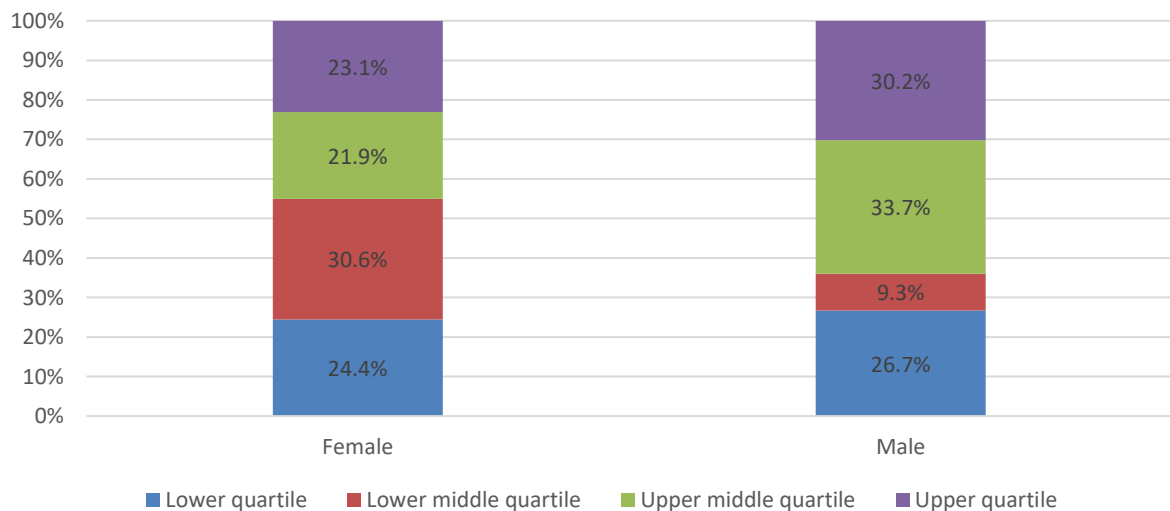




Proportion of females and males in each quartile -  
March 2024 data

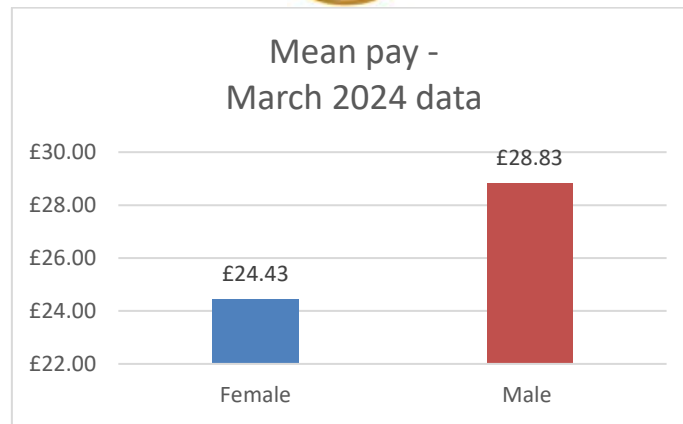


Distribution of the quartiles for females and males -  
March 2023 data



### Mean Gender Pay Gap

The mean Gender Pay Gap is the difference between the average hourly rate of pay of female employees and male employees. The value is expressed as a percentage.



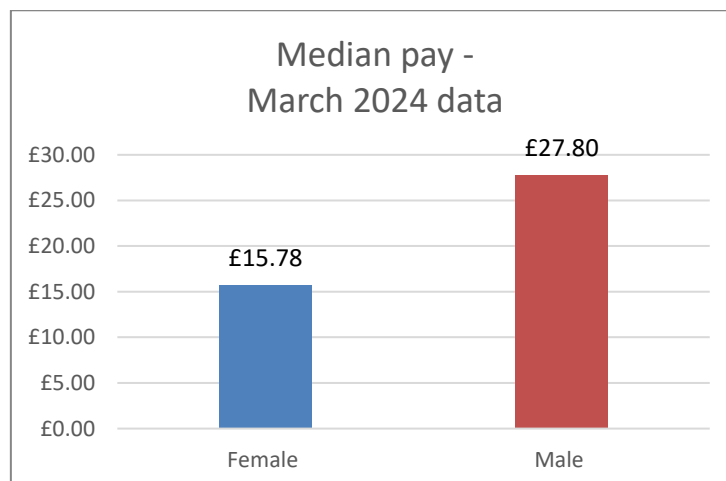
The Trust's mean Gender Pay Gap is **15.3%**

This means that there is a difference of 15.3% between the mean hourly rate for females compared to males.

The figure in the 2024 Report was 14.1%

### Median Gender Pay Gap

The median Gender Pay Gap is the difference between the middle points of the distribution of hourly pay for females and males.



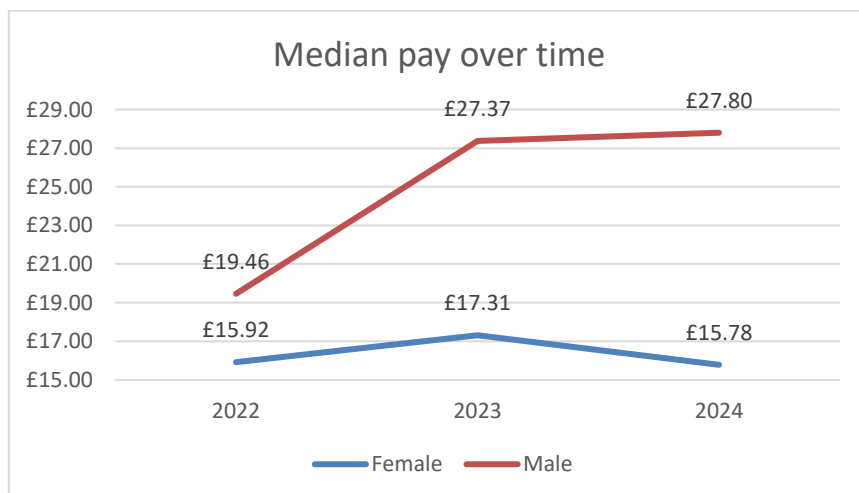
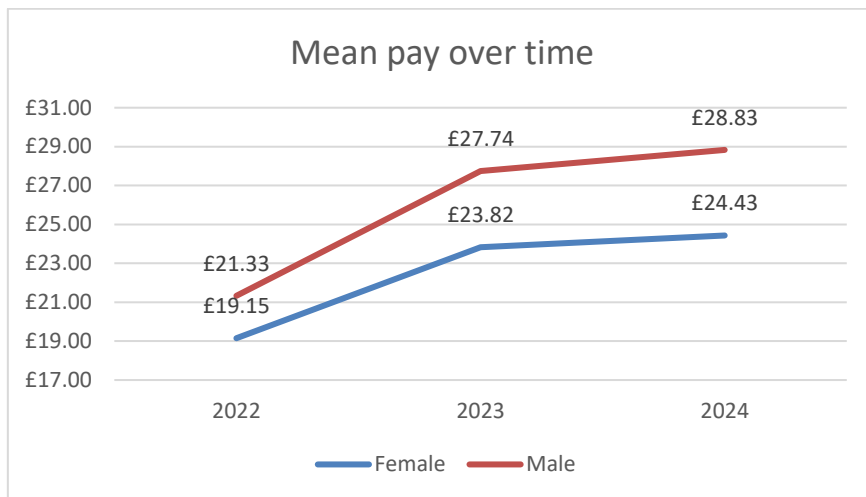
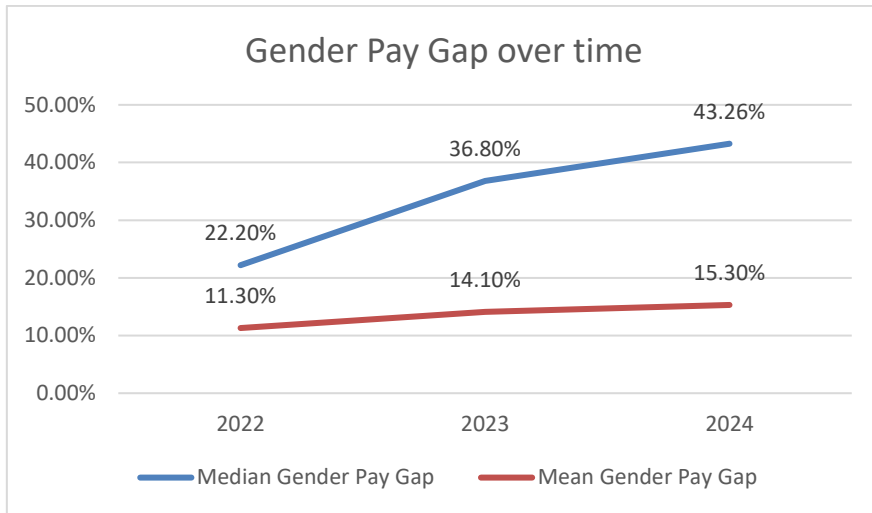
The Trust's median Gender Pay Gap is **43.3%**

This means that there is a difference of 43.3% between the middle point of the distribution (or range) of female hourly pay compared to male hourly pay.

### Changes over time



The following graphs indicate the changes to the Gender Pay Gap, median pay and mean pay from March 2022 (data included in the Trust's first report) and March 2024 (data included in this report).





## Consideration of the pay gap data

According to the [Office for National Statistics \(ONS\)](#) which use data from the Annual Survey of Hours and Earnings submissions, the mean Gender Pay Gap for all roles was 13.1% nationally in 2024. At 15.3% the Trust's figure is higher than the national average.

A common justification for a Gender Pay Gap is that men are likely to hold senior positions. This is not the case for the Trust with the most senior leadership roles where, for a number of years, there has been an equal split of females and males within our Senior Leadership Teams (SLT) at the schools within the Trust and the central Executive Leadership Team (ELT). However, the SLTs and ELT represent a small proportion of the upper quartile roles and it is the case that there is a higher proportion of males within middle management roles, such as Heads of Departments and Phase Leaders in our schools. A further factor is that there is a greater distribution of females in the lower ends of the pay scales which has increased year-on-year.

The graphs indicate a continued rise in the median pay gap year-on-year, alongside a greater divide between the median pay figures. As the distribution graphs above show, the principal reasoning for this is that the distribution of females is more heavily weighted to the lower quartiles. Note that over 50% of females fall within the lower two quartiles compared to less than 40% for males – this has been a continuing trend. This can be accounted for the typically female-centric roles such as Teaching Assistants, admin staff and Meal Supervisory Assistants, within this bracket. All such roles offer family-friendly, part-time hours but, as a reflection of national standards, hourly rates at the lower end of the pay scales,

As identified in previous reports, it is important to remain mindful of the sector-accepted methodology used to calculate teaching and support staff hourly rates (39 weeks compared to 52 weeks respectively and the difference in weekly working hours) which will artificially inflated the Gender Pay Gap when the higher proportion of females in support staff roles is considered.

The Trust is committed to providing every employee with a fair rate of pay for the work they do. The Trust's commitment to addressing the Gender Pay Gap is reflected in the generous flexible working and family friendly policies consistently operated throughout the Trust and its workforce. To continue to address and be alert to the Gender Pay Gap, ongoing opportunities for continued professional development to support employees' progression into more senior leadership roles will continue to be offered. In addition, further workforce planning led by HR will underline this commitment.

**Andrew Clarke**  
**Chair of the Trustees**  
**January 2025**