



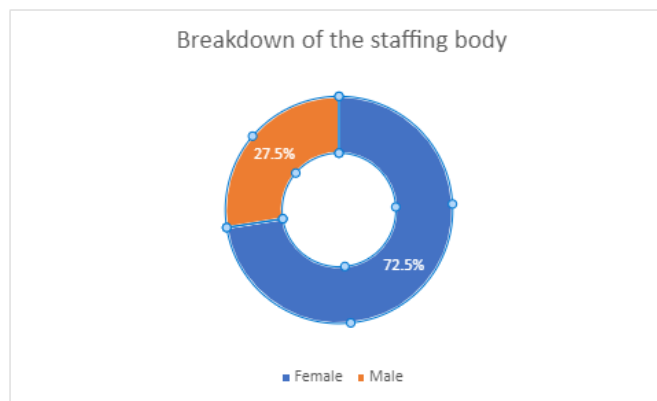
Gender Pay Gap Report – April 2023

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 2022.

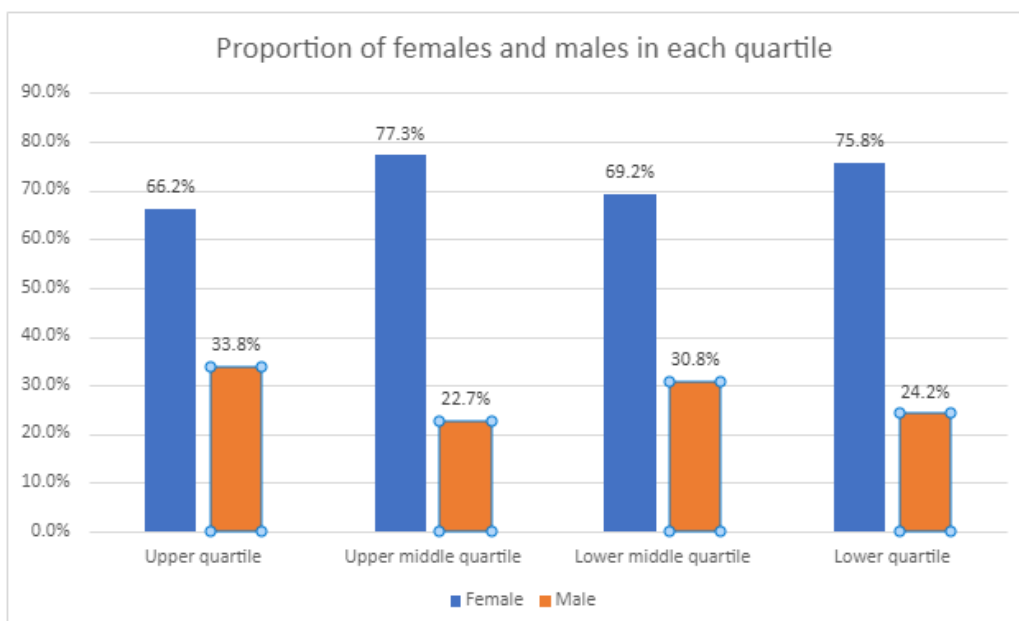
Breakdown of the staffing body

At the end of March 2022, Generations Multi Academy Trust employed 272 individuals.



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).

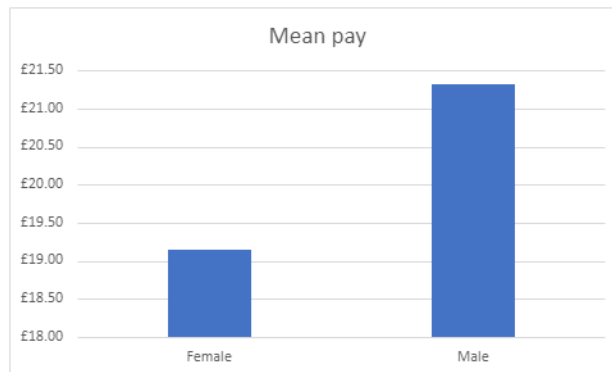




Mean gender pay gap

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 **11.3%**

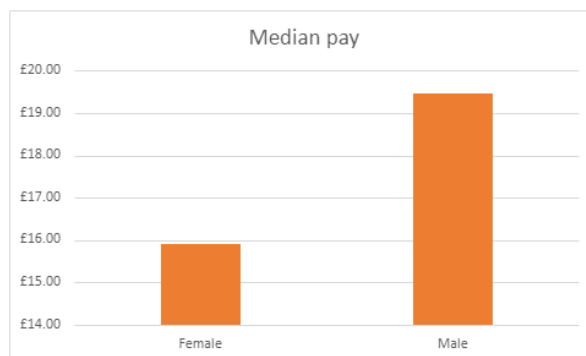


This means that there is a difference of 11.3% between the mean hourly rate for females compared to males.

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 **22.2%**



This means that there is a difference of 22.2% between the middle point of the distribution (or range) of female hourly pay compared to male hourly pay.



Consideration of the pay gap data

According to the Office for National Statistics (ONS), the mean gender pay gap was 8.3% nationally for 2022. (It is not possible to access summative information specifically for the education sector). At 11.3% the Trust's figure is somewhat higher.

The ONS indicated the gender pay gap for median earnings as 14.9% nationally. Again, the Trust's figure of 22.2% is higher.

A common reason for a gender pay gap is that men are likely to hold senior positions. Considering the structure of the senior leadership teams at the schools within the Trust and the central Executive Leadership Team at March 2022, this is indeed an explanation of the relatively high figures. Likewise, it is the case that the lower ends of the payscales are occupied by females which would be reflected in the median percentage.

Further analysis of the pay gap data indicates that, whilst the spread of women across the four quartiles is pretty even, there is a marked difference in the proportion of women in the upper quartile compared to the lower quartile (66.2% compared to 75.8%). The reverse is true for men where we find 33.8% in the upper quartile compared to 24.2% despite a fairly even spread across the four quartiles. This is likely to be the most significant reason driving the gender pay gaps at the Trust.

This analysis should not be taken to mean that there is little opportunity for progression or access to the most senior roles for female candidates. Indeed, movement within senior roles within the Trust since March 2022 is likely to have a positive impact on future gender pay gap reporting.

Andrew Clarke
Chair of the Trustees
April 2023