



Gender Pay Gap Report – March 2024

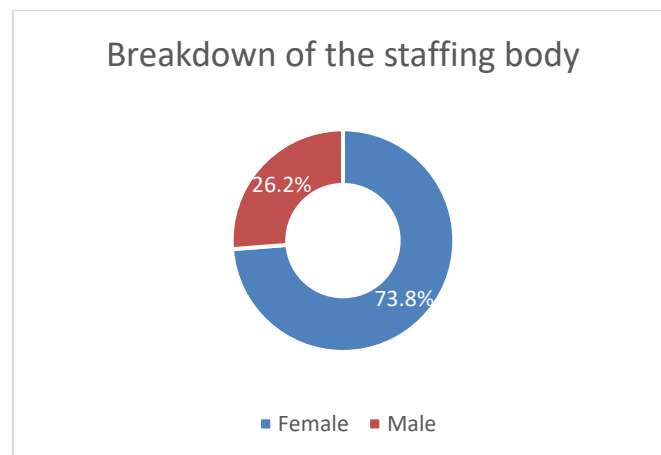
The following report has been prepared in line with the requirement for employers with 250 or more employees to identify and publish their gender pay gap figures on an annual basis.

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 2023.

Breakdown of the staffing body

This report is based on the 328 individuals paid by Generations Multi Academy Trust at the end of March 2023. Note that casual staff who did not work in March 2023 have not been counted in the data.

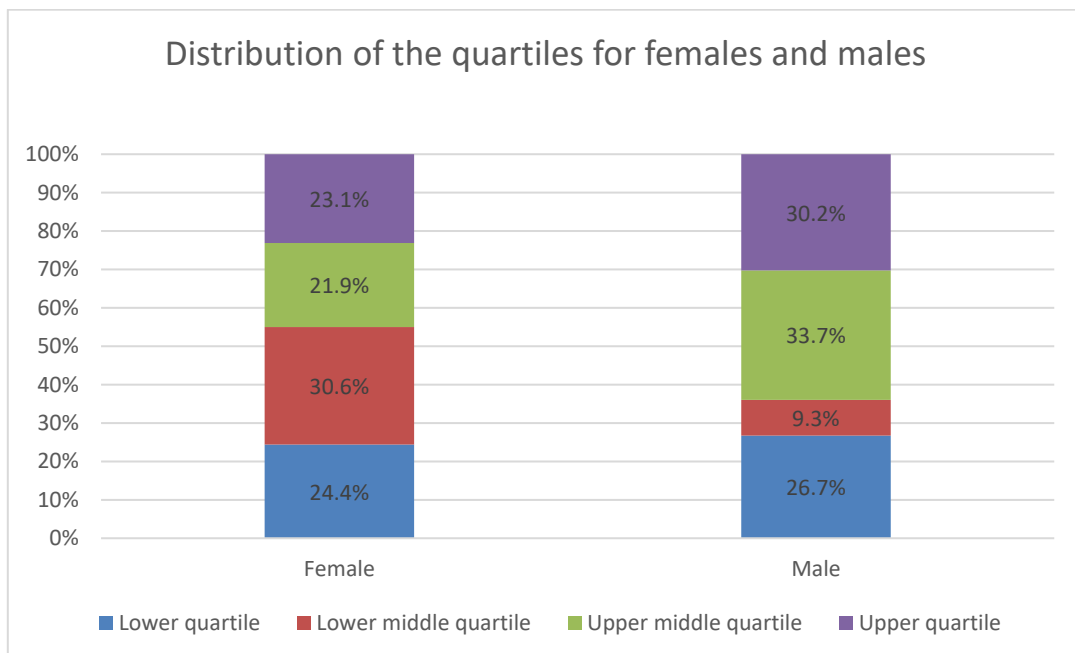
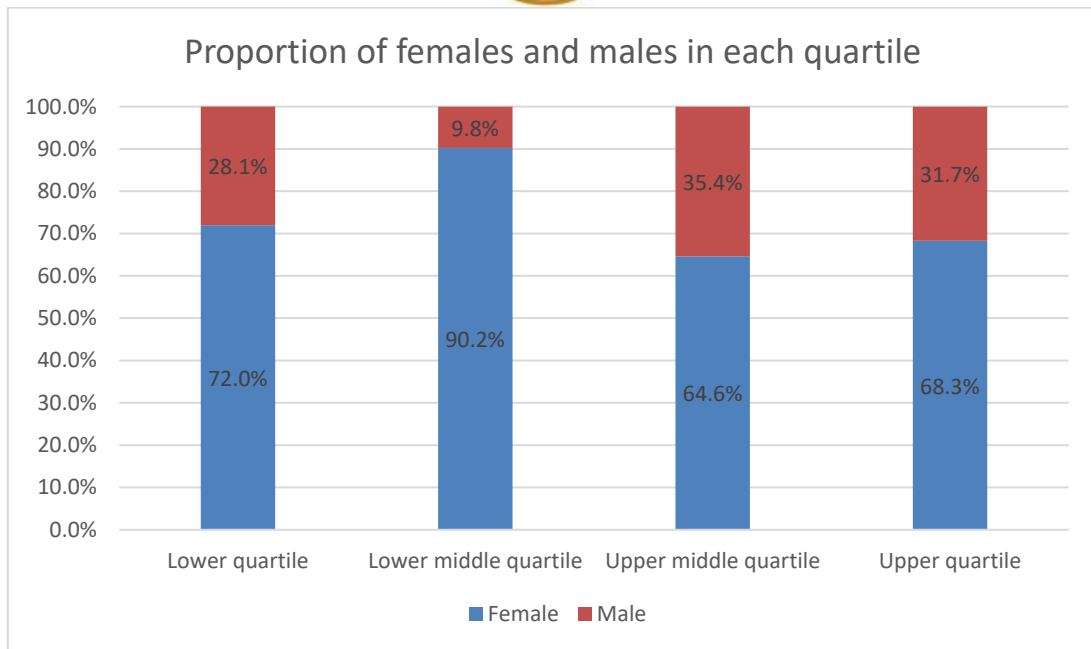
With a new primary school having joined the Trust in January 2023, this report reflects an additional 56 records compared to last year's iteration.



The latest publication of the DfE's School Workforce Census data indicates that 75.5% 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.

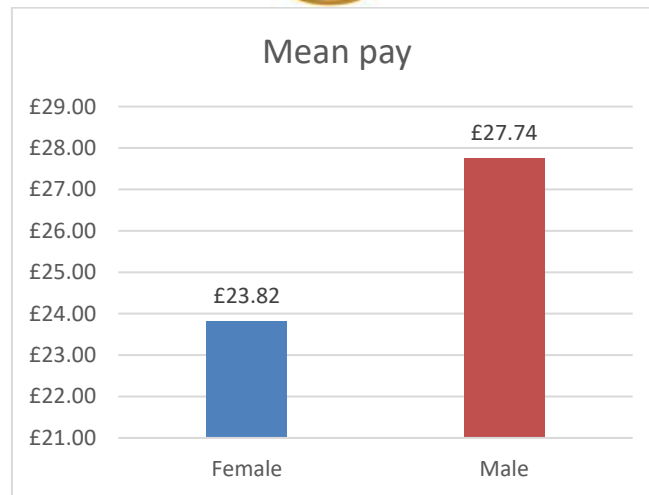
Proportion of females and males in each quartile pay band

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).



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.

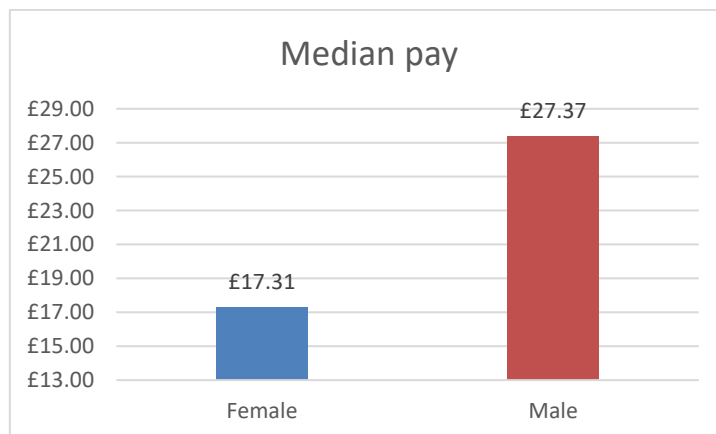


The Trust's mean Gender Pay Gap is **14.1%**

This means that there is a difference of 14.1% 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.

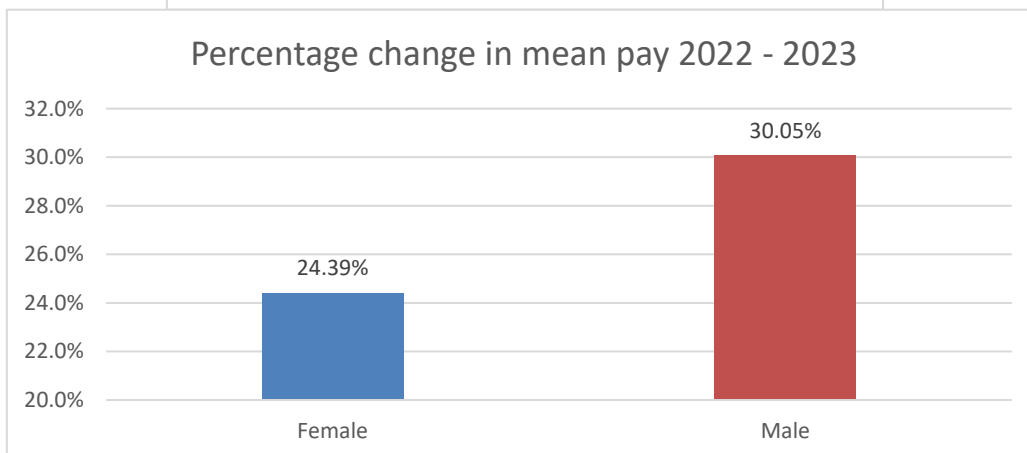
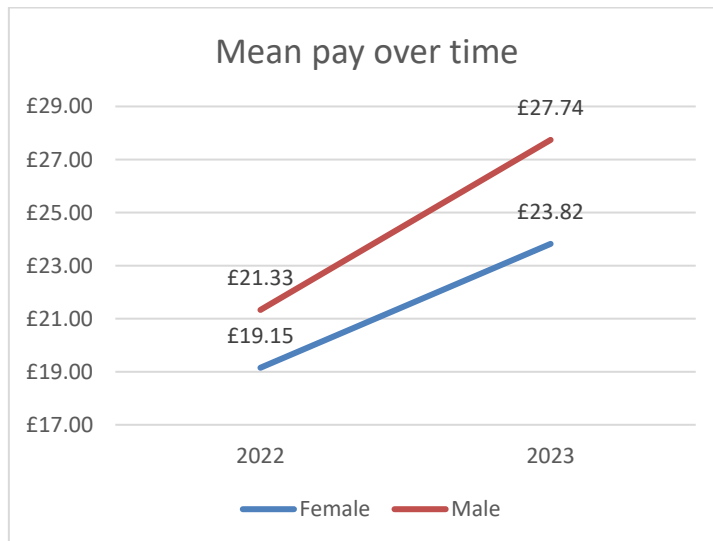
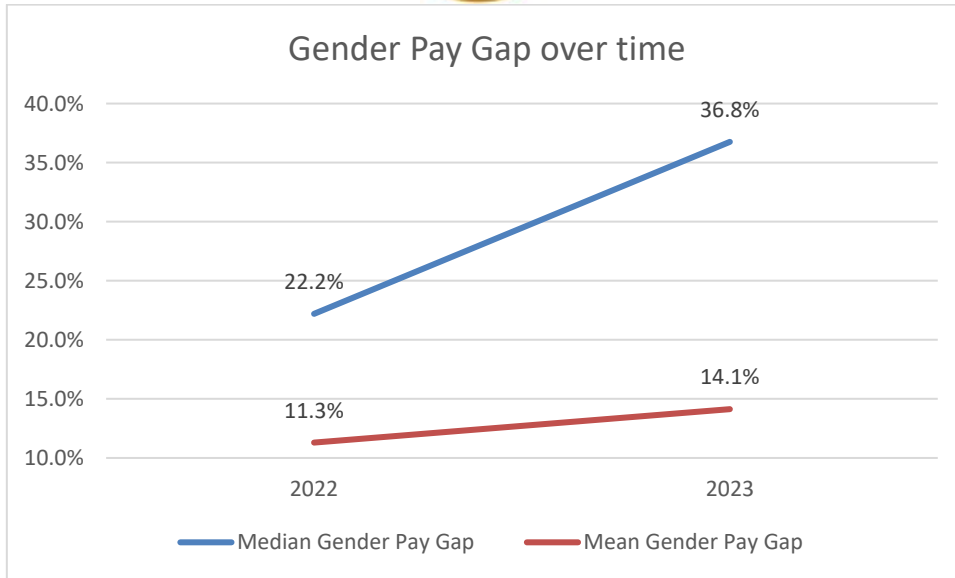


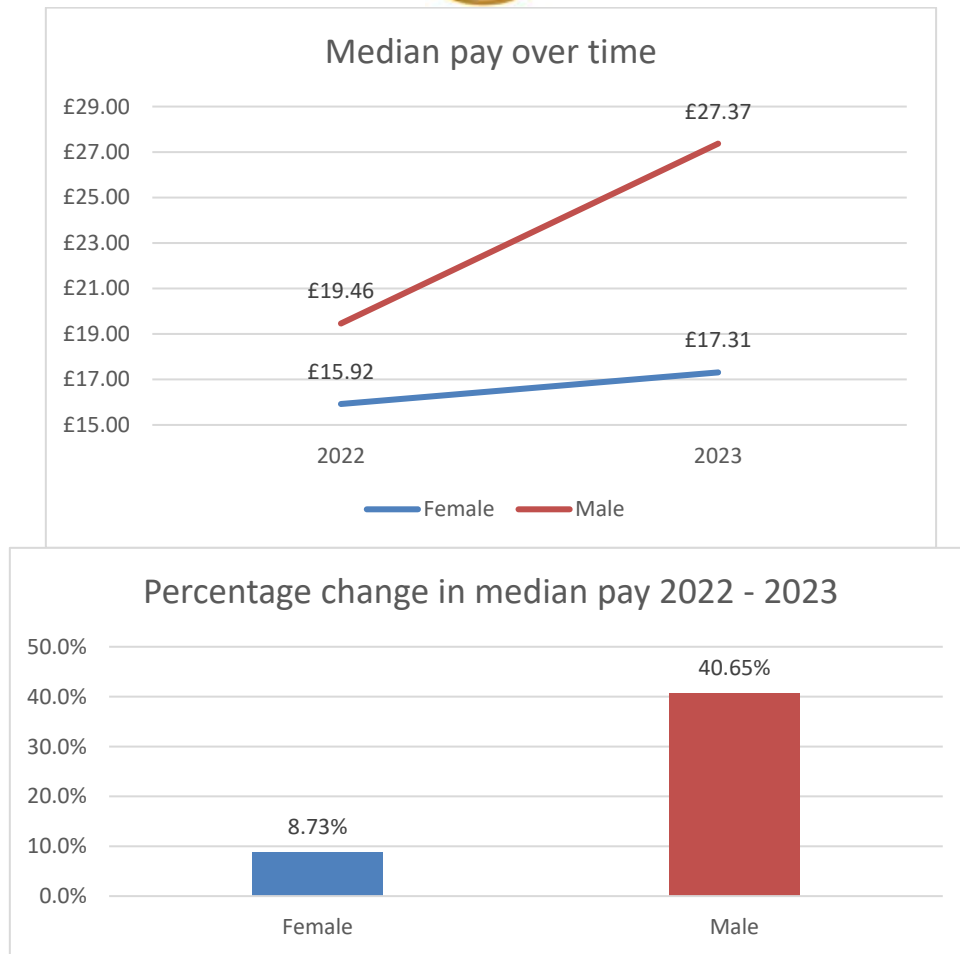
The Trust's median Gender Pay Gap is **36.8%**

This means that there is a difference of 36.8% 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 2023 (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 14.3% nationally in 2023. At 14.1% the Trust's figure is reflective of the national average.

It would be interesting to consider comparisons specifically within the education sector but, unfortunately, the DfE's Workforce Census only publishes pay data for the teaching workforce so it has not been possible to interrogate comparisons any further; perhaps in future reports the Trust could divide the analysis by role type. However, publicly available articles on the [Gender Pay Gap](#) in the largest Multi Academy Trusts indicate that the median gap for all roles is 26%. Generations Multi Academy's rate of 36.8% is significantly higher.

The graphs indicate a steep rise in the median pay gap and median pay year-on-year. The principal reasoning for this is that there has been a significant change in the proportion of females/males in the lower middle quartile; this is a result of a new primary school joining the Trust and the heavy weighting of female-centric roles such as Teaching Assistants within this bracket. In March 2022, 27.8% of the male workforce were in the lower middle quartile, this has dropped to 9.3% in March 2023 and the distribution has increased in the two highest quartiles thereby raising the median point.



A further reasoning for the rise in the median pay gap is that the methodology used to calculate the hourly rate data for teaching staff was adjusted which impacted on the distribution. The new methodology will be carried on in future reports to allow more accurate year-on-year comparisons.

When considering the proportion of females and males in each quartile, it is noticeable that the proportion of males is greatest in the two highest quartiles. In particular, the distribution is very high when compared to the lower middle quartile (35.4% for the upper middle compared to 9.8% for the lower middle quartile). This is likely to be the most significant reason driving the gender pay gaps at the Trust. As mentioned above, the background reasoning for this distribution is the inclusion of roles at the lower middle quartile level being typically female-centric which reflects historic and national challenges of females often taking on caring responsibilities with a resulting impact on pay and career progression. It is also relevant to highlight that 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) has likely artificially inflated the Gender Pay Gap when the higher proportion of females in support staff roles is considered. Finally, it should be noted that roles included in the lower quartile include a high concentration of entry-level, casual and apprenticeship roles which are fairly evenly spread across males and females.

A common justification for a Gender Pay Gap is that men are likely to hold senior positions. The structure of the senior leadership teams at the schools within the Trust and the central Executive Leadership Team at March 2023 had sound representation of females so it is not the case that there is limited access for females to leadership positions. Rather, it is the distribution of females in the lower ends of the pay scales which has had the greatest impact on the Trust's Gender Pay Gap. Recruitment to senior roles over the last academic year is likely to have a positive impact on future Gender Pay Gap reporting.

Andrew Clarke
Chair of the Trustees
March 2024