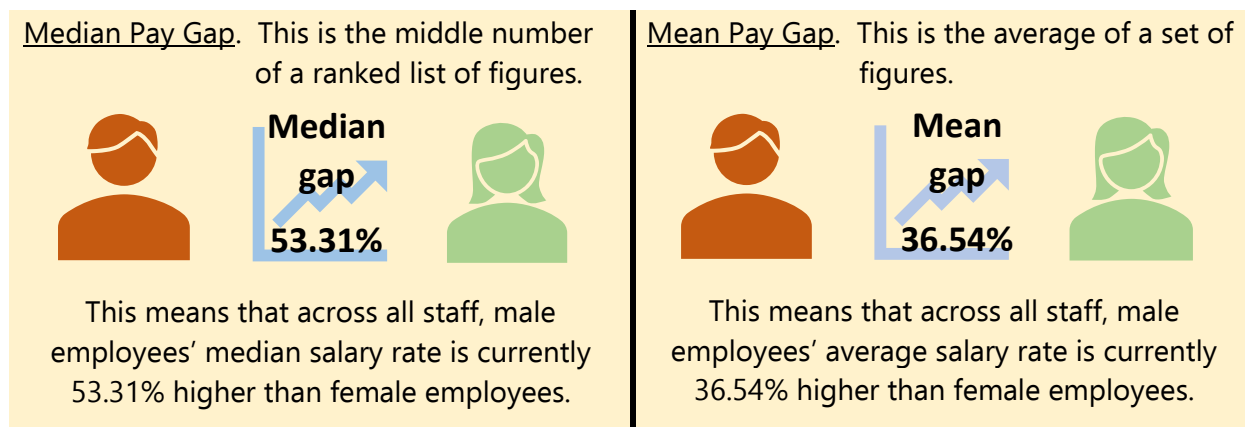


GENDER PAY GAP REPORT 2023

Embrace Multi Academy Trust

The gender pay gap is the difference between the average (mean or median) earnings of men and women across a workforce. Employers with a headcount of 250 employees or more must comply with regulations on gender pay gap reporting. Gender pay gap calculations are based on employer payroll data drawn from a specific date each year; for Embrace MAT this date is 31 March. There are no bonus payments made to trust staff, so there is no information to be provided for that aspect of the reporting.

The information below is as of 31 March 2023:



The reported trust workforce as of 31 March 2023 breaks down as: female 80.8% and male 18.8%, a 3.5% increase in male employees. This increases to 92.3% female within the bottom quartile of employees (a 3.5% decrease from 2022), i.e. those staff in the lower salaried bracket, which generally covers roles such as teaching assistants, cleaners and kitchen staff. In the top quartile, 66.7% of employees are female (a 1.5% increase from 2022).

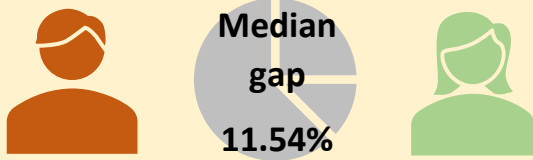
Data by Quartile

Quartiles are the ranked data, divided into quarters (25%), with an upper quartile of the top 25% of earners, an upper middle quartile of the second highest earners, a lower middle quartile of the second lowest earners and a lower quartile of the lowest earners.

The following is the median (the middle of a range) and mean (average within the range) salary data, and staff breakdown by quartile:

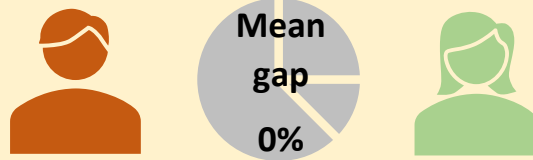
Upper Quartile (Top 25%)

Median Pay Gap. This is the middle number of a ranked list of figures.




This means that across all staff, male employees' median salary rate is currently 11.54% higher than female employees.

Mean Pay Gap. This is the average of a set of figures.



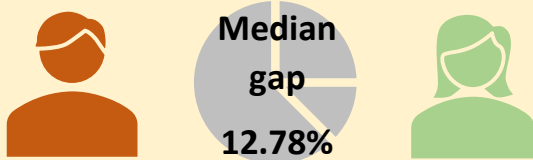
This means that across all staff, the average salary rate is identical between male and female employees.

 33.3% male employees

66.6% female employees 

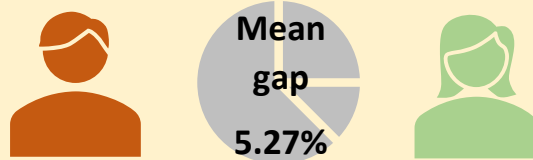
Upper Middle Quartile (Second Highest 25%)

Median Pay Gap. This is the middle number of a ranked list of figures.



This means that across all staff, male employees' median salary rate is currently 12.78% higher than female employees.

Mean Pay Gap. This is the average of a set of figures.



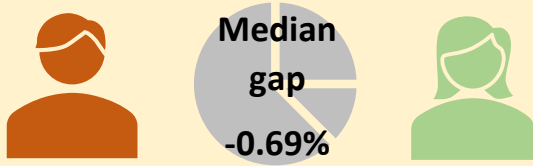
This means that across all staff, male employees' average salary rate is currently 5.27% higher than female employees.

 25% male employees

75% female employees 

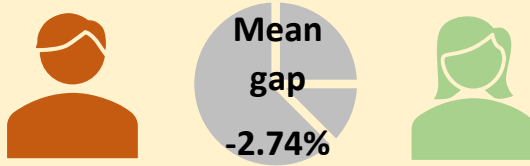
Lower Middle Quartile (Second Lowest 25%)

Median Pay Gap. This is the middle number of a ranked list of figures.

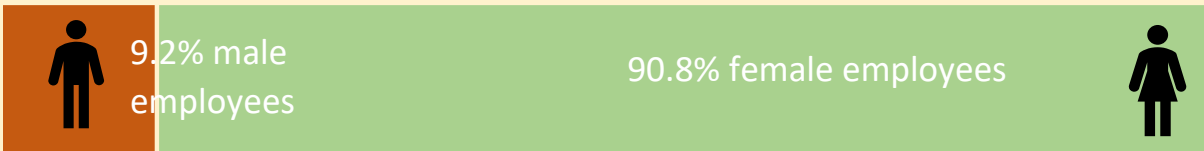


This means that across all staff, male employees' median salary rate is currently 0.69% lower than female employees.

Mean Pay Gap. This is the average of a set of figures.

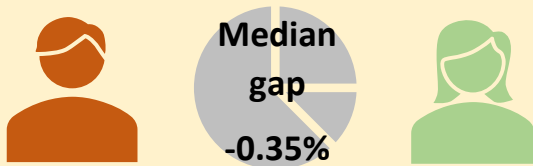


This means that across all staff, male employees' average salary rate is currently 2.74% lower than female employees.



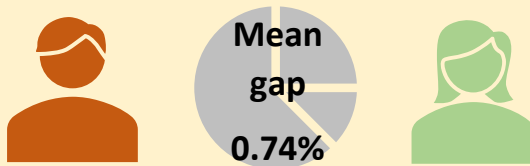
Lower Quartile (Lowest 25%)

Median Pay Gap. This is the middle number of a ranked list of figures.



This means that across all staff, male employees' median salary rate is currently 0.35% lower than female employees.

Mean Pay Gap. This is the average of a set of figures.



This means that across all staff, male employees' average salary rate is currently 0.74% higher than female employees.



Comparison with 2021 figures

Year	Trust % female staff	Q1 female staff	Q2 female staff	Q3 female staff	Q4 female staff
2021	85.7%	72.5%	80.2%	93.4%	96.7%
2022	84.9%	65.2%	82.8%	95.7%	95.6%
2023	80.8%	66.6%	75%	90.8%	92.2%

Year	Total median	Total mean	Q1 median	Q1 mean	Q2 median	Q2 mean	Q3 median	Q3 mean	Q4 median	Q4 mean
2021	58.03%	44.82%	17.24%	8.71%	0.81%	2.58%	3.03%	0.13%	20.44%	8.96%
2022	53.31%	36.54%	10.79%	-2.23%	1.70%	0.19%	-4.84%	-8.45%	24.71%	22.09%
2023	53.85%	31.98%	11.54%	0%	12.78%	5.27%	-0.69%	-2.74%	-0.35%	0.74%

Where a negative value is shown, this indicates that female staff receive a higher salary figure in that set.

Data information

The data for this report, in comparison with the 2022 data, will have been influenced by the fact that the Trust saw a significant increase in its staff numbers as a result of a large secondary school joining.

57% of male employees fall into the upper quartile, and 86% fall into both upper and upper middle quartiles, both of these values are an increase from the previous reporting period.

Of 30 'leadership' posts across the trust, 21 are held by female employees (70%), with 8 of the 10 highest paid roles as of 31 March 2023 held by female employees. Both of these figures are a reduction on the previous reporting period. It is the case that 30% of leadership posts are held by male employees whilst only accounting for 19% of the workforce.