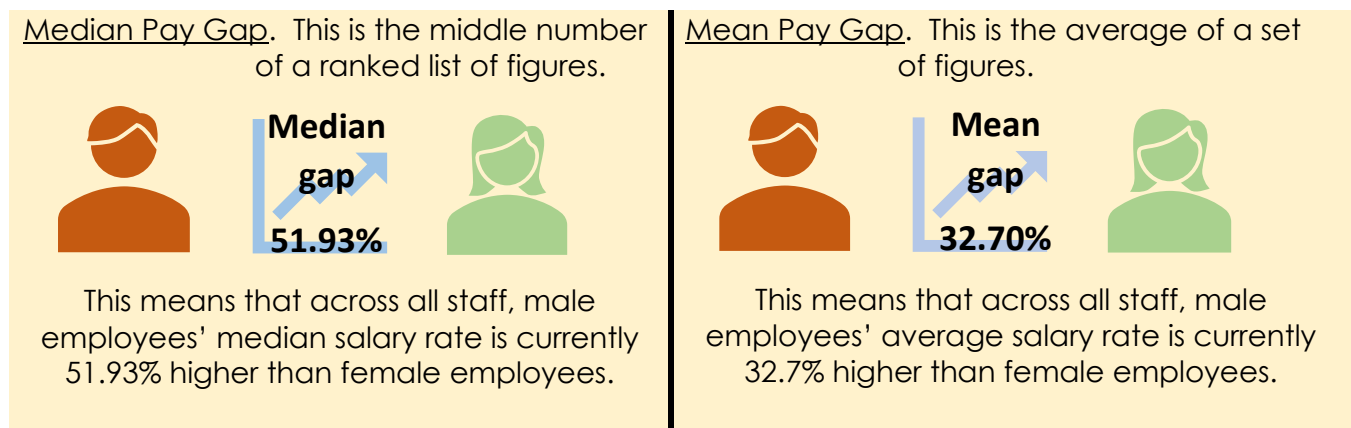


GENDER PAY GAP REPORT 2024

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 2024:



The reported trust workforce as of 31 March 2024 breaks down as: female 78.6% and male 21.4%, a 2.2% increase in male employees. This increases to 92.4% female within the bottom quartile of employees (a very small increase from 2023), these staff in the lower salaried bracket, generally covers roles such as teaching assistants, cleaners and kitchen staff. In the top quartile, 62.1% of employees are female (a 4.5% decrease from 2023).

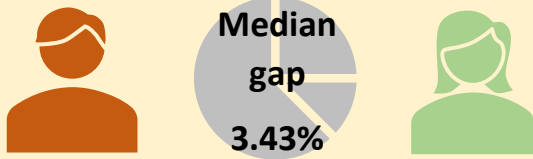
Data by Quartile

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:

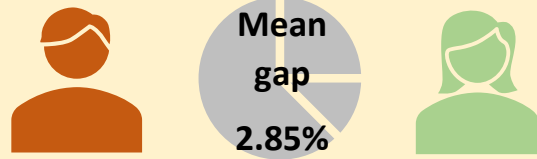
Upper Quartile (Top 25%)

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 3.43% 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 2.85% higher than females employees.



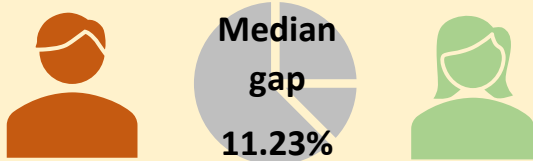
37.9% male employees

62.1% female employees



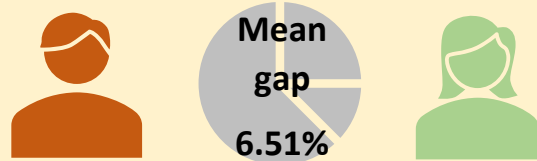
Upper Middle Quartile (Second Highest 25%)

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 11.23% 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 6.51% higher than female employees.



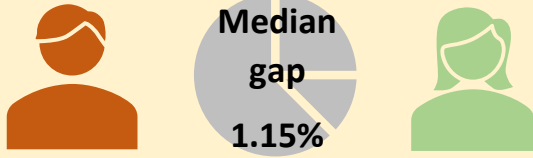
25.5% male employees

74.5% female employees



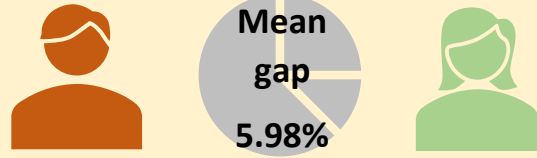
Lower Middle Quartile (Second Lowest 25%)

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

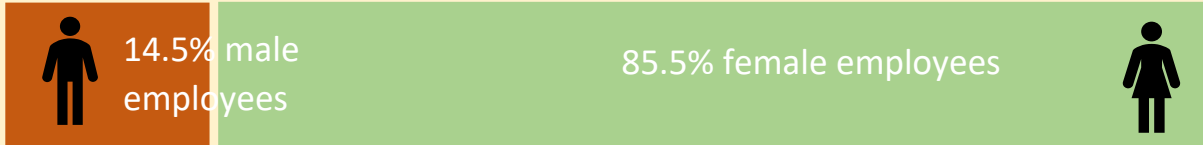


This means that across all staff, male employees' median salary rate is currently 1.15% lower than female employees.

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

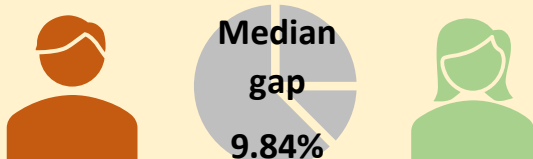


This means that across all staff, male employees' average salary rate is currently 5.98% lower than female employees.



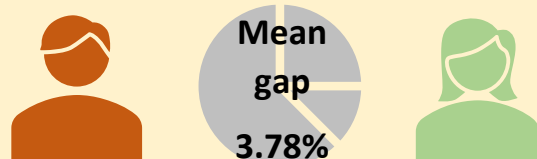
Lower Quartile (Lowest 25%)

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 9.84% 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 3.78% higher than female employees.



Comparison with past years

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%
2024	78.6%	62.1%	74.58%	85.5%	92.4%

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%
2024	51.93%	32.70%	3.43%	2.85%	11.23%	6.51%	1.15%	5.98%	9.84%	3.78%

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 2023 data, is the first year since this reporting started for the trust where we have been able to consider a true year on year comparison.

44% of male employees fall into the upper quartile, and 74% fall into both upper and upper middle quartiles, both of these values are an increase from the previous reporting period.

Of 28 'leadership' posts across the trust, 20 are held by female employees (71.5%), with 6 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 28.5% of leadership posts are held by male employees whilst only accounting for 21% of the workforce.

The % of male staff across the trust has increased year on year, from a low of 14.3% in 2021 to 21.4% in 2024. However, whilst the 'whole trust' median and mean pay gaps are improving, the numbers of male staff within the bottom two quartiles would need to increase significantly for those percentages to improve further.