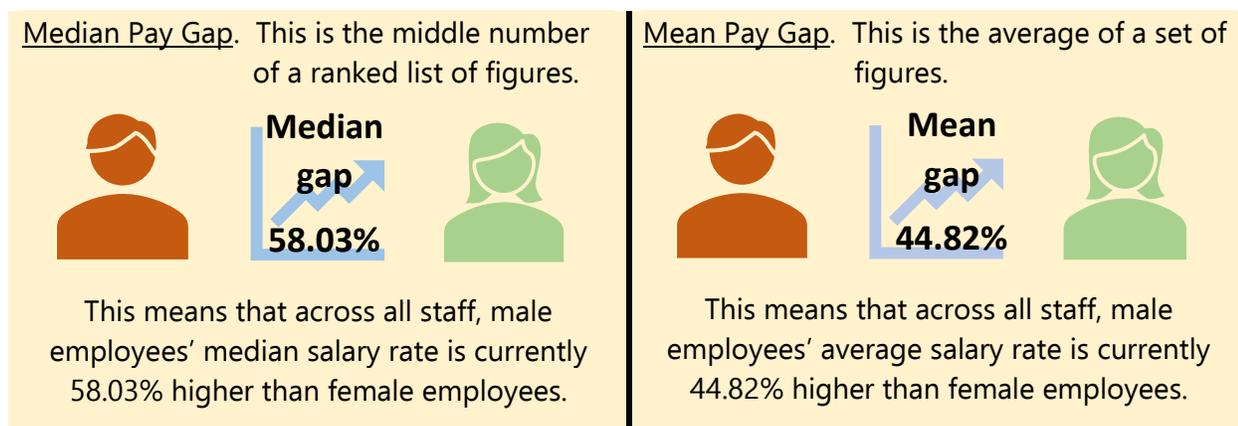


# GENDER PAY GAP REPORT 2021

## 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 2021:



The reported trust workforce as of 31 March 2021 breaks down as: female 85.7% and male 14.3%. This increases to 96.7% female within the bottom quartile of employees, 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, 72.5% of employees are female.

## 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:

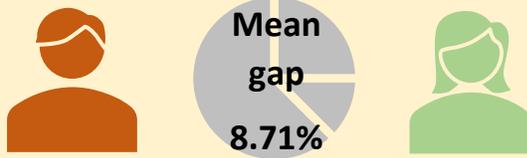
### Upper Quartile (Top 25%)

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 17.24% 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 8.71% higher than female employees.



72.5% female employees



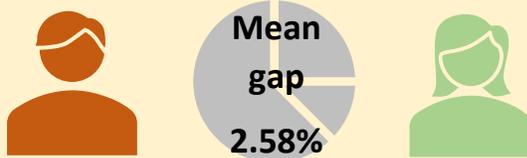
### Upper Middle Quartile (Second Highest 25%)

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 0.81% 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 2.58% higher than female employees.

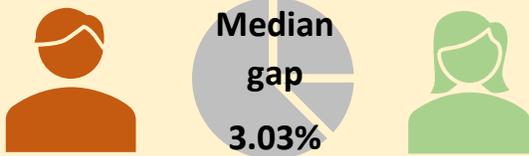


80.2% female employees



### Lower Middle Quartile (Second Lowest 25%)

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

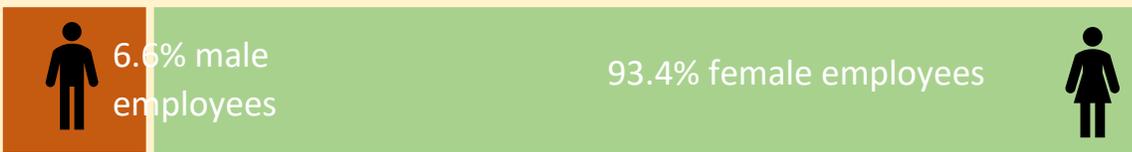


This means that across all staff, male employees' median salary rate is currently 3.03% higher than female employees.

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

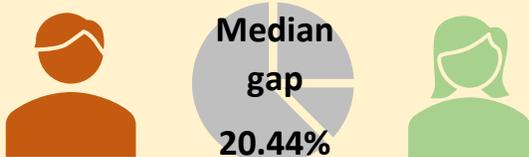


This means that across all staff, male employees' average salary rate is currently 0.13% higher than female employees.



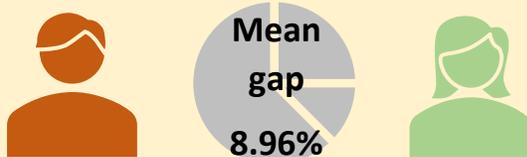
### Lower Quartile (Lowest 25%)

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

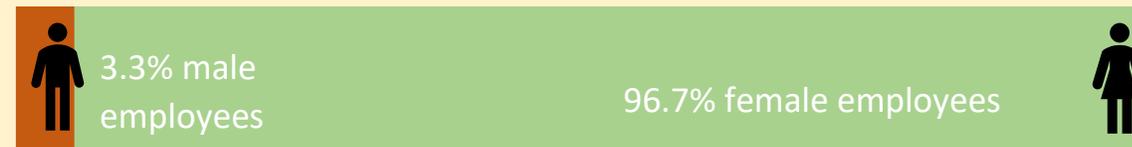


This means that across all staff, male employees' median salary rate is currently 20.44% higher than female employees.

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 8.96% higher than female employees.



### Analysis

The high median and mean gaps between male and female employees, across all employees, are developed by the fact that 48% of male employees fall into the upper quartile, and 82.7% in total fall

into both upper and upper middle quartiles. The percentage is much lower (than the total) within each quartile, however male employees hold the higher averages in all areas other than the median in the upper middle quartile, where the difference in favour of female employees is negligible.

It can often be the case that in order to close the gap between male and female salaries, a strategy to attract more females into senior roles, or provide opportunities to do so, is set out. However, of the 24 'leadership' posts across the trust, 17 are held by female employees (70.8%), with 8 of the 10 highest paid roles as of 31 March 2021, held by female employees. It is still the case that 29% of leadership posts are held by male employees, despite only accounting for 14% of the workforce, so there is some consideration required.

What is also required is consideration about increasing the number of male employees into roles which may traditionally have been considered as female jobs, such as teaching assistants, cleaners and kitchen staff. This would assist in increasing some diversity in the workforce within the lower quartiles – only 17.3% of the male workforce (9 employees) fall into the lower quartiles, but the change in the salary differentials would likely be negligible.

Benchmarking this trust's figures with that of similar sized schools will show if we are out of step or similar, where median or mean salary gaps are concerned.