

Gender Pay Gap Report 2023-2024

Fairfax Multi Academy Trust (FMAT) presents their gender pay gap report covering the reporting period 2023-2024. The data includes any employees paid within the March pay period.

Introduction

What information must we publish?

1. The difference between the mean (or average) hourly rate of pay of relevant male employees and that of relevant female employees
2. The difference between the median (or mid-point) hourly rate of pay of relevant male employees and that of relevant female employees
3. The difference between the mean bonus pay paid to relevant male employees and that paid to relevant female employees
4. The difference between the median bonus pay paid to relevant male employees and that paid to relevant female employees
5. The proportions of relevant male and female employees who were paid bonus pay in the relevant 12-month period
6. The proportions of relevant male and female employees in four notional quartile pay bands.

How is the difference in mean hourly rates determined?

The mean (or average) hourly rate is a calculation of the average hourly rates over the group of varying figures. The difference in mean hourly rates of pay for relevant male and female employees is expressed as a percentage of the mean hourly rate of pay for relevant male employees.

How is the difference in median hourly rates determined?

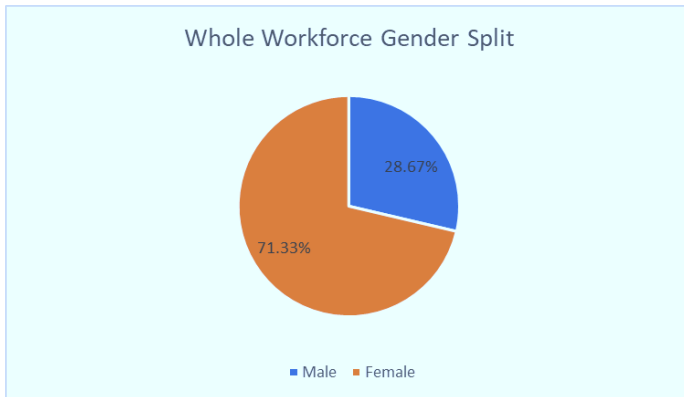
The median (or mid-point) hourly rate of pay of a group of employees can be calculated by listing all relevant employees in the group in order of their earnings and identifying the hourly rate paid to the individual who appears in the middle of the list. The difference in median hourly rates of pay for relevant male and female employees is expressed as a percentage of the median hourly rate of pay for relevant male employees.

How are the quartile bands worked determined?

The overall pay range is split into four notional pay bands; each pay band must contain the same number of employees representing a quarter of the workforce.

The Results

In March 2023, we had paid 436 (↑14%) members of staff:



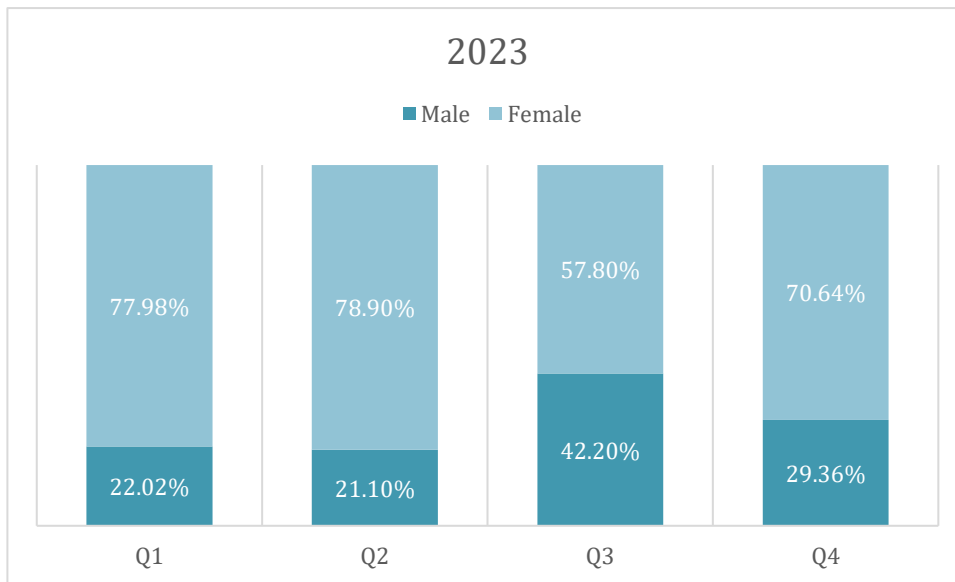
Total number of staff	436
Male	125 28.67%
Female	311 71.33%

Mean Gender Pay Gap in hourly pay
21.39% ↓ 1.63%

Median Gender Pay Gap in hourly pay
27.87% ↓ 8.43%

The Trust does not pay any bonuses.
The calculations exclude any overtime payments.

Percentage Pay Quartiles by Gender

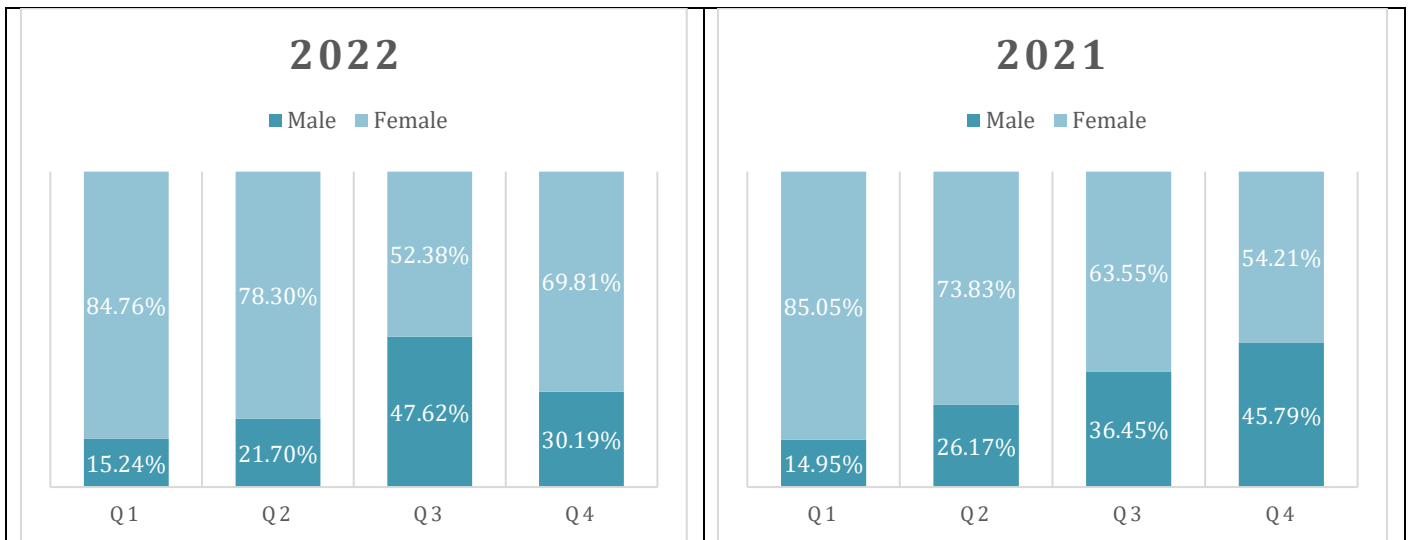


Quartile 1 - includes all employees whose standard hourly rate places within the lower quartile

Quartile 2 – includes all employees whose standard hourly rate places them about the lower quartile but at or below the median

Quartile 3 – includes all employees whose standard hourly rate places them above the median but below the upper quartile

Quartile 4 – includes all employees whose standard hourly rate places them within the upper quartile



Historic Data

Metric	Result 2023	Result 2022	Result 2021
1 Mean gender pay gap	21.39%	23.02%	21.55%
2 Median gender pay gap	27.87%	36.30%	30.42%
3 Mean bonus gender pay gap	0.00%	0.00%	0.00%
4 Median bonus gender pay gap	0.00%	0.00%	0.00%
5 Proportion of makes & females receiving a bonus payment	0.00%	0.00%	0.00%
6 Proportion of makes & females in each pay quartile	See table	See table	See Table

2023	L			H
	Q1	Q2	Q3	Q4
Male	22.02%	21.10%	42.20%	29.36%
Female	77.98%	78.90%	57.80%	70.64%
2022	L			H
	Q1	Q2	Q3	Q4
Male	15.24%	21.70%	47.62%	30.19%
Female	84.76%	78.30%	52.38%	69.81%
2021	L			H
	Q1	Q2	Q3	Q4
Male	14.95%	26.17%	36.45%	45.79%
Female	85.05%	73.83%	63.55%	54.21%

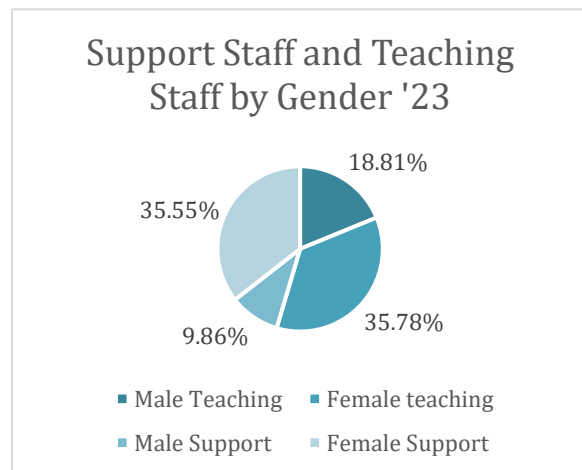
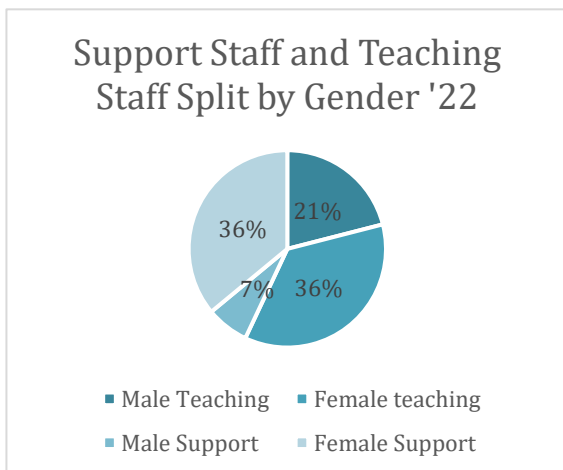
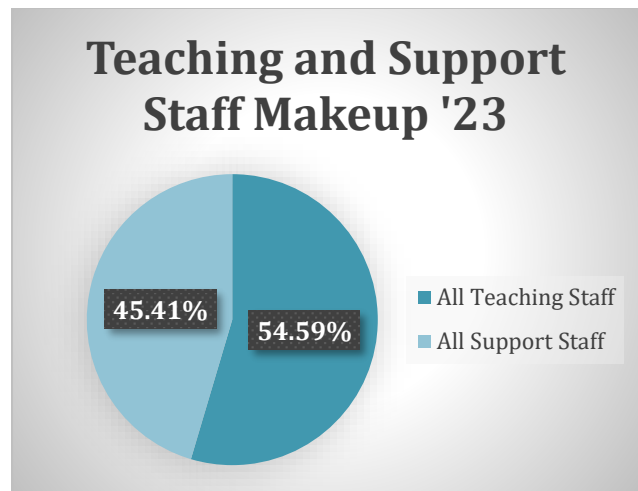
Causes of the gender pay gap

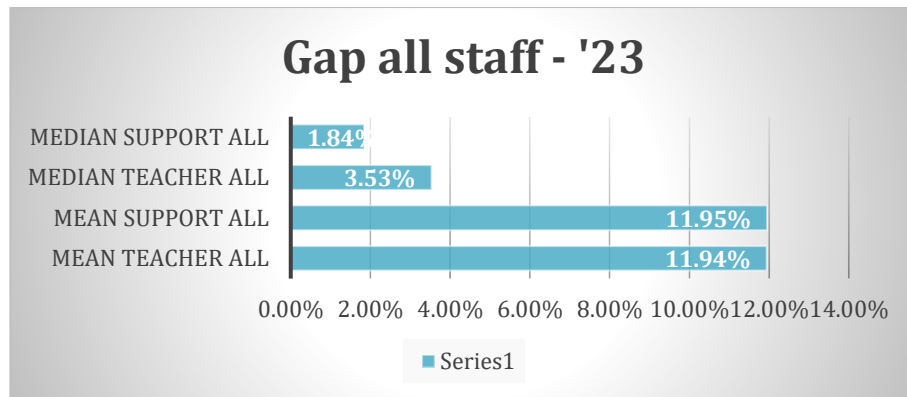
The Trust's pay gap is strongly influenced by the gender make-up of its differing staff communities. Of the 436 staff included in this snapshot, only 125 were male.

Teaching as a profession is more heavily weighted towards the female population. However, this weighting is even more prevalent in the support functions (teaching support staff and other ancillary support staff).

The Trust adheres to NJC pay awards for support staff and national teaching pay scales for teaching staff. Our gender pay gap arises as a result of the roles in which men and women work within our trust and the salaries that these roles fairly attract.

All quartiles are more heavily dominated by females. However, we can assess this more in depth when we split out the Teaching and Support staff functions further:





By splitting out the two groups of staff, it demonstrates that there is a similar gap within both sides of the workforce.

The difference in our staffing makeup this year is that we can see an increase in the number of male employees in Q1 to the previous years. This will be due to outsourcing the catering provision and recruiting males into support roles at the lower quartile.

In Q3 and Q4 we can see an increase in the number of females. This is a positive shift where we can observe more females moving into middle and senior manager salary levels. Regardless of whether the teachers are in responsibility posts, many are often positioned higher within the structure than managerial posts for support staff.

Whilst colleagues are paid equal salary grades for similar roles, the hourly rate for teachers within this cohort starts at £17.04 whereas support staff hourly rates start at £11.81. Teachers hourly rate tops out at £119.05 for males versus £68.02 for females. Support staff, however, reach their maximum in this cohort at £51.83 for males and £36.58 for females.

As there are significantly fewer male colleagues within our support staff structure, the lower paid quartiles are dominated by females for both teaching and support staff which is pulling on our gender pay gap within the support staff structure.

Addressing the Gender Pay Gap

As a Trust, we, as many organisations do in this sector, operate structured recruitment campaigns which reduce bias and keeps hiring and selection methods fair and transparent. These are areas still being developed at FMAT, along with other identified areas that are detailed in the action plan below.

In addition, further attention to data relating to diversity through employee lifecycles will commence to identify any specific areas where processes, related guidance or further training is required. This data will allow us to assign focus where required and any necessary changes to practices with training for those involved.

The action plan details some actions to be worked on over the coming months and years with the aim to reduce the gender pay gap as much as possible.

Action	By who	By when
Job evaluation project for support staff functions to ensure equal pay	HR	January 2025
Analyse turnover statistics and recruitment campaign data	HR	Summer 2024
Look at the impact of part time working on the GPG – affect on leadership development programmes and seniority	L&D Partner	Summer 2024
Record how many of each gender apply for internal promotions	HR	Summer 2024
Record how many of each gender fall from our recruitment stages	HR	Summer 2024
Analyse equalities data collected during recruitment campaigns	HR	Summer 2024