

Gender Pay Gap Report 2024-2025

Fairfax Multi Academy Trust (FMAT) presents their gender pay gap report covering the reporting period 2024-2025. 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?

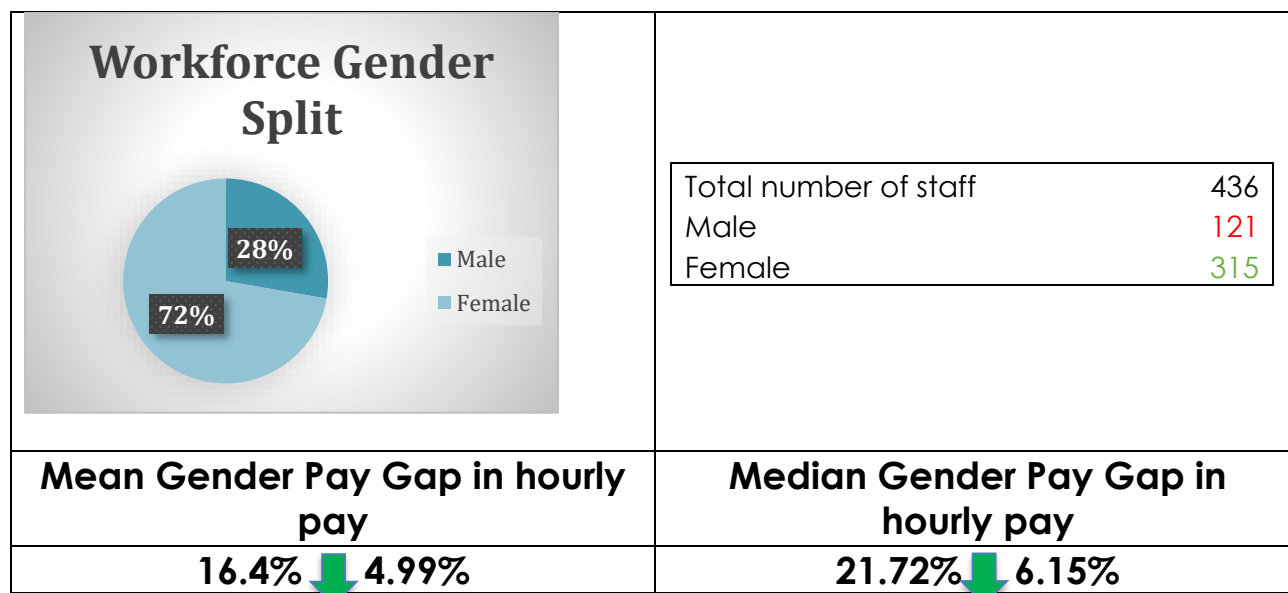
The median (or mid-point) hourly rate of pay of a group of employees can be calculated by listing all relevant employees in the group in order of their earnings and identifying the hourly rate paid to the individual who appears in the middle of the list. The difference in median hourly rates of pay for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

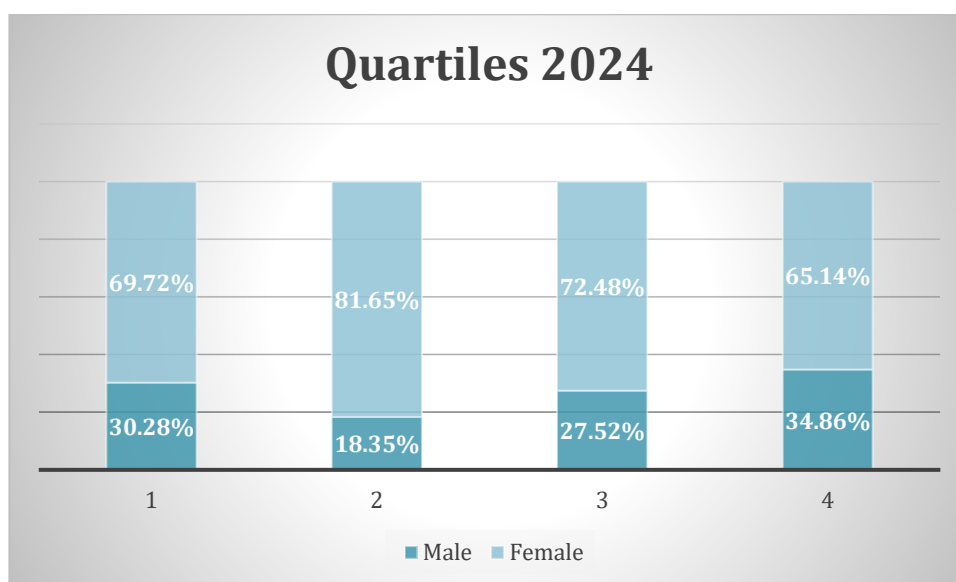
The Results

In March 2024, we had paid 436 members of staff which is equal to the previous year:



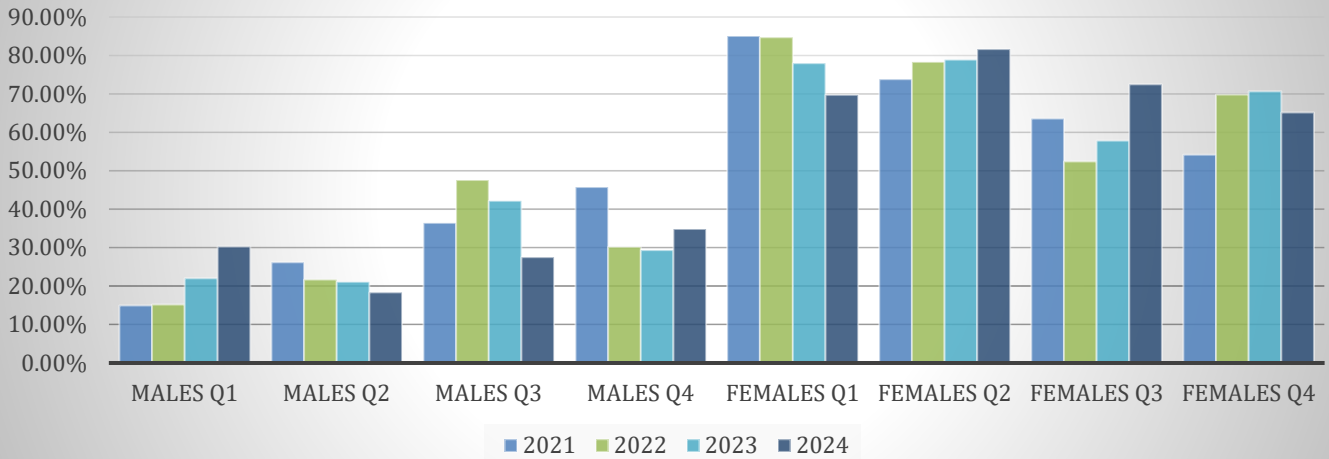
The Trust does not pay any bonuses.
The calculations exclude any overtime payments.

Percentage Pay Quartiles by Gender



<p>Quartile 1 - includes all employees whose standard hourly rate places within the lower quartile</p>	<p>Quartile 2 – includes all employees whose standard hourly rate places them about the lower quartile but at or below the median</p>
<p>Quartile 3 – includes all employees whose standard hourly rate places them above the median but below the upper quartile</p>	<p>Quartile 4 – includes all employees whose standard hourly rate places them within the upper quartile</p>

Quartiles 2021-2024



Historic Data

Metric	Result 2024	Result 2023	Result 2022	Result 2021
1 Mean gender pay gap	16.4%	21.39%	23.02%	21.55%
2 Median gender pay gap	21.72%	27.87%	36.30%	30.42%
3 Mean bonus gender pay gap	0.00%	0.00%	0.00%	0.00%
4 Median bonus gender pay gap	0.00%	0.00%	0.00%	0.00%
5 Proportion of makes & females receiving a bonus payment	0.00%	0.00%	0.00%	0.00%
6 Proportion of makes & females in each pay quartile	See table			

Year	L	Q1	Q2	Q3	H
2024		Q1	Q2	Q3	Q4
	Male	30.28%	18.35%	27.52%	34.86%
Female	69.72%	81.65%	72.48%	65.14%	
2023		Q1	Q2	Q3	Q4
	Male	22.02%	21.10%	42.20%	29.36%
Female	77.98%	78.90%	57.80%	70.64%	
2022		Q1	Q2	Q3	Q4
	Male	15.24%	21.70%	47.62%	30.19%
Female	84.76%	78.30%	52.38%	69.81%	
2021		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 121 were male which is a decrease from the previous year's report.

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).

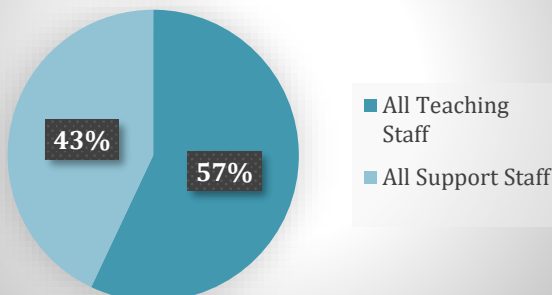
The Trust adheres to NJC pay awards for support staff and national teaching pay scales for teaching staff. Our gender pay gap arises as a result of the roles in which men and women work within our trust and the salaries that these roles fairly attract.

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:

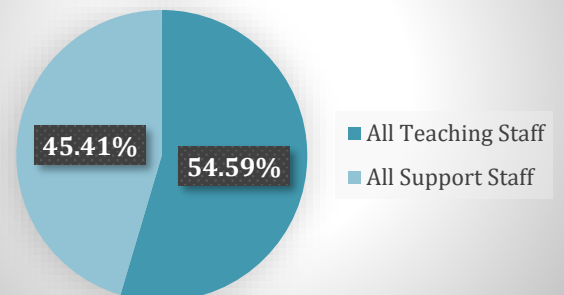
Teaching Staff - Support Staff Makeup '24



Teaching and Support Staff Makeup '22



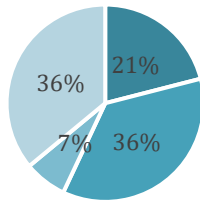
Teaching and Support Staff Makeup '23



Teaching Staff - Support Staff Gender Split '24

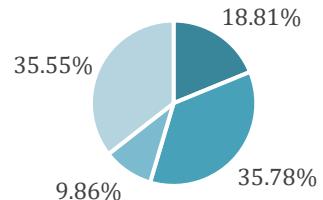


Support Staff and Teaching Staff Split by Gender '22



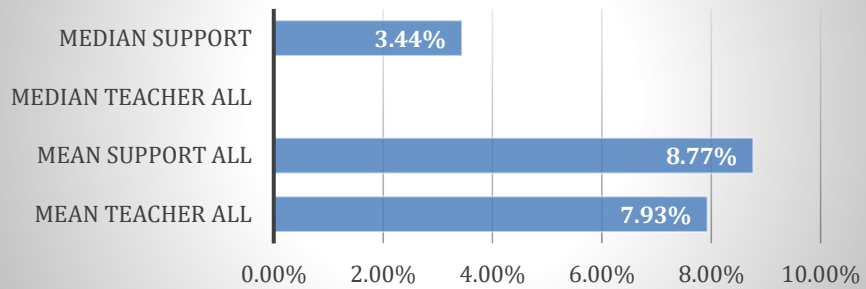
■ Male Teaching ■ Female teaching
■ Male Support ■ Female Support

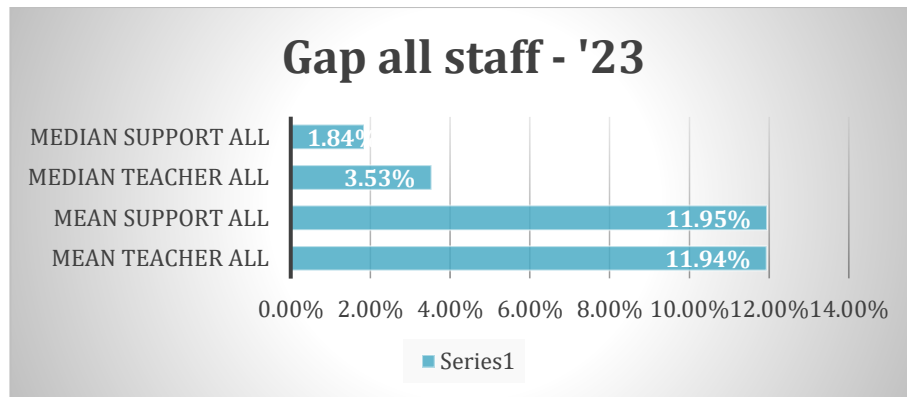
Support Staff and Teaching Staff by Gender '23



■ Male Teaching ■ Female teaching
■ Male Support ■ Female Support

Gap All Staff '24



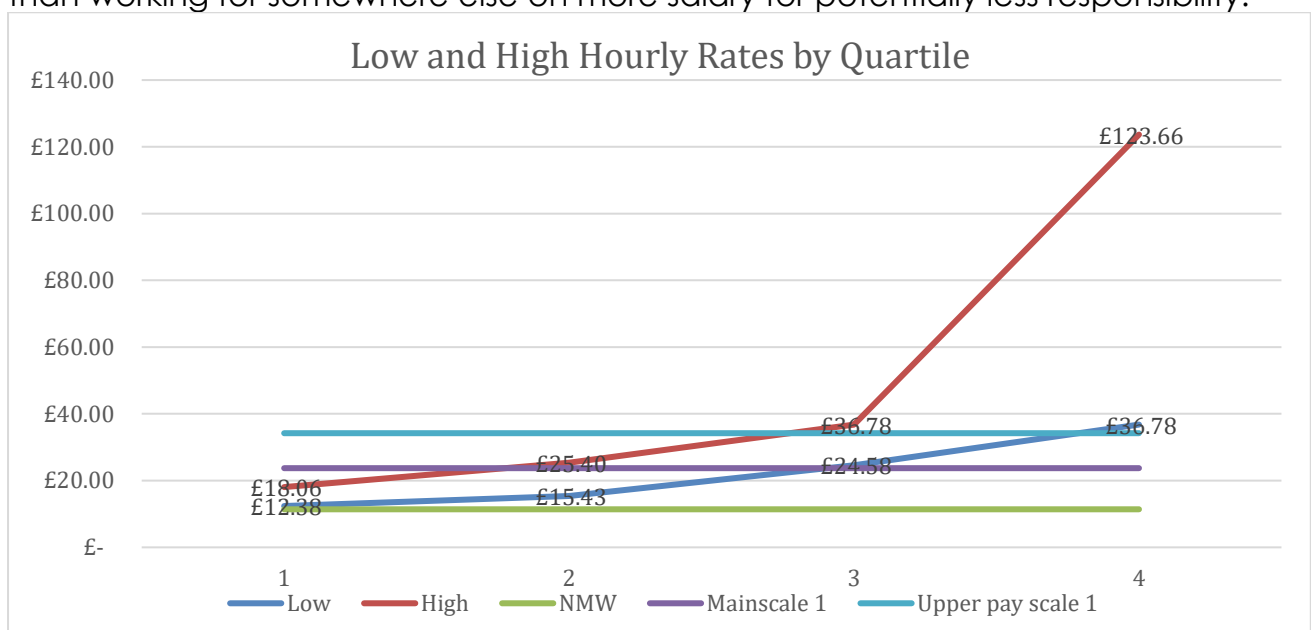


By splitting out the two groups of staff, it demonstrates that the gap has reduced for both support staff and teaching staff. The median gap for teachers has also completely closed..

The difference is our staffing makeup this year is that we can see an increase in the number of male employees in Q1 and Q4 to the previous years. This is due to more male colleagues being recruited into these levels.

In Q2 and Q3 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 £23,72, up from £17.04, whereas support staff hourly rates start at £12.38. Main Scale point 1 sits withing Q2 and Upper Pay Scale 1 Q3 at £34.20 per hour. What can be observed in the graph below is that support staff in Q1 sit very close to National Minimum Wage which should be considered when setting pay rates moving forward to attract staff to stay in the organization rather than working for somewhere else on more salary for potentially less responsibility.



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 – effect 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