



21st December 2023

East Midlands Academy Trust Gender Pay Gap Report (Snapshot date 31/03/2023, reporting year 2023/2024)

Introduction

From 6th April 2017 HMRC introduced legislation that any organisation that has 250 or more employees must publish and report specific figures about their gender pay gap.

This Gender Pay Gap report covers employees in the following schools.

- Castle Academy
- Hardingstone Academy
- Northampton International Academy
- Orchard Academy
- Prince William School
- Shepherdswell Academy
- Stimpson Avenue Academy

and includes employees from the trust central team.

- East Midlands Academy Trust

As part of the legislation for Gender Pay Gap Reporting we, East Midlands Academy Trust must report the following figures.

- Mean gender pay gap in hourly pay
- Median gender pay gap in hourly pay
- Mean bonus gender pay gap
- Median bonus gender pay gap
- Proportion of males and females receiving a bonus payment
- Proportion of males and females in each pay quartile

East Midlands Academy Trust Gender Pay Gap Report

The data for this report was captured using our payroll data as of 31st March 2023 (snapshot date).

Mean Gender Pay Gap in hourly pay:

Mean Gender Pay Gap	26.99%	A decrease of 3.51% from last year's snapshot (31/03/2022)
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Median Gender Pay Gap in hourly pay:

Median Gender Pay Gap	43.20%	A decrease of 6.61% from last year's snapshot (31/03/2022)
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Mean Bonus Gender Pay Gap/Median Bonus Gender Pay Gap/Proportion of Men and Women who received a bonus in 2022/2023:

No bonuses were paid to staff in the year ending 31st March 2023.

Proportion of Men and Women in each quartile in 2022/2023:

Quartile	Gender	Proportion %	Increase or decrease from last year's snapshot (31/03/2022)
Lower Quartile	Male	7.14%	-0.89%
Lower Quartile	Female	92.86%	0.89%
Lower Middle quartile	Male	17.02%	0.35%
Lower Middle Quartile	Female	82.98%	-0.35%
Upper Middle Quartile	Male	25.00%	4.56%
Upper Middle Quartile	Female	75.00%	-4.56%
Upper Quartile	Male	33.33%	-4.35%
Upper Quartile	Female	66.67%	4.35%

Equal Opportunities

East Midlands Academy Trust is an equal opportunities employer and does not discriminate on the grounds of sex, sexual orientation, gender reassignment, marriage and civil partnership, race (including ethnic or national origins, colour, or nationality), religion or belief (including lack of belief), pregnancy or maternity, disability, or age.

Narrative

As of 31st March 2023 East Midlands Academy Trust's staff proportions were 79.36% female (an increase of 0.09% from 2021/22) and the remaining 20.64% male (a decrease of 0.09% from 2021/22). It is not unusual for a high proportion of the workforce in education to be female as the job roles are recognised for their flexibility and work-life balance. East Midlands Academy Trust



supports work life balance through adoption of procedures and processes in relation to the Work and Families Act 2006 such as our flexible working request process which is a crucial factor for female employees influencing the continuation of their employment within the trust.

Our mean gender pay gap decreased by 3.51% to 26.99% and our median gender pay gap on 31st March 2023 was 43.20%, a positive decrease of 6.61% from our 2021/22 figures. In an article published by TES (2023) Teachers and education staff in England face the second largest gender pay gap of any sector with the gender pay gap for secondary school leaders increasing by 37% in 2022 (Association of School and College Leaders 2022). Comparing East Midlands Academy Trust data with other trusts the pay gap figures differed from a mean gap of 12.6% - 25% and a median of 27.9% - 48% for trusts that have reported their 31/03/2023 snapshot data.

EMAT understands the importance of continuing professional development to promote retention and create career pathways for our employees across the trust. As highlighted in the Guardian (2023) Teacher vacancies in England are 93% higher post-pandemic, furthermore the National Foundation for Educational Research (NFER) has described plummeting Teaching recruitment rates and retention rates due to limited competitiveness in the teaching profession (Guardian 2023). We allocate time for both teaching and support staff to fulfil their training needs to further develop themselves personally and professionally. We utilise our Training Hub to connect fellow professionals across our EMAT network and build a pipeline of talent for the future in our schools whilst being transparent and free of any bias and/or discrimination in our Talent Management processes.

Commitment from East Midlands Academy Trust

1. We are committed to continuing to reduce our gender pay gap over the next 12 months and annually thereafter.
2. We will continue to focus on retention to support and encourage internal promotion and utilise our EMAT Training Hub.
3. We continually review our appraisal process, focus on career pathways and personal development for all staff allowing the opportunity to develop in their careers.