

Perry Hall Multi Academy Trust

Gender Pay Gap Statement April 2024

Background The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requires all private sector employers with 250 or more employees to publish gender pay information on an annual basis, relating to the pay period that includes 5 April each year.

Perry Hall MAT is committed to the principle of equal opportunities and equal treatment for all employees. The Gender Pay Gap (GPG) is the difference between the average earnings of men and women, expressed relative to men's earnings and is not to be confused with Equal Pay which requires men and women doing the same job to receive the same pay. The table below shows the data produced in relation to the 2024/25 reporting requirement.

The Trust is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the Trust and the salaries that these roles attract, plus the substantially higher level of female employment within the Trust. The gender profile of the workforce is 90% women, and 10% men and women sit across a much broader range of roles than men. Information not required by the government reporting requirements supports this, with three of the top ten highest paid employees being women, and 70% of the top 20.

Pay Quartiles by Gender

Band	Men	Women
Upper Quartile	18.12%	81.88%
Upper Middle Quartile	12.23%	87.77%
Lower Middle Quartile	2.90%	97.10%
Lower Quartile	3.60%	96.40%

Gender Pay Gap

The mean gender pay gap for Perry Hall MAT is 27.59%. This means that on average the hourly rate for women is 27.59% less than for men. This is based on data across the Trust, not a comparison between genders where a man and woman are undertaking the same role.

The median gender pay gap is 58.94%.

Bonus Gender Pay Gap

The Trust did not pay any bonuses to staff during the reporting period, therefore no statistic is available

(Add any comments re: specific initiatives in place or any commitments the Trust has to ensuring the gender pay gap is closed where possible)