



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.

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.

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.

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.

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.

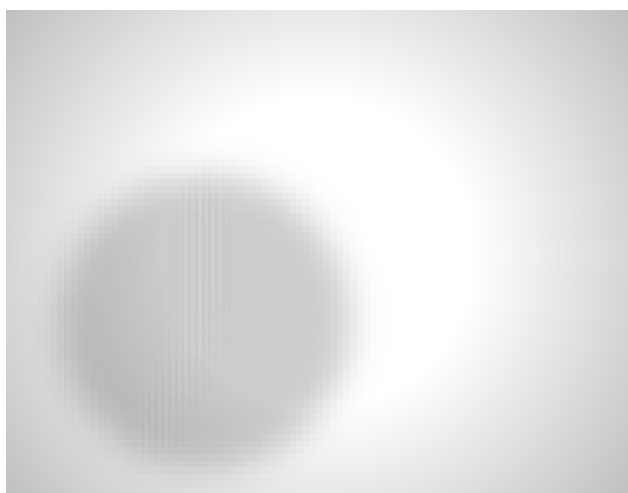
In March 2023, we had paid 436 (14%) members of staff:

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:



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.

Job evaluation project for support staff functions to ensure equal pay	HR	January 2025
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