

The Marches Academy Trust -Gender Pay Gap Report 2024

The Marches Academy Trust, in accordance with the Equality Act 2010 (Gender pay gap information) Regulations 2017, is required to publish information to demonstrate how large the pay gap is between our male and female employees.

The overall gender pay gap is defined as the difference between the mean or median hourly rate of pay to male and female employees.

The results of the statutory calculations are:

1. Mean gender pay gap

The difference between the mean hourly rate of pay that male and female full-pay relevant employees receive is **12.6%**.

2. Median gender pay gap

The difference between the median hourly rate of pay that male and female full-pay relevant employees receive is **42.4%**

3. Mean bonus gender pay gap

This indicator is not applicable to The Marches Academy Trust.

4. Median bonus gender pay gap

This indicator is not applicable to The Marches Academy Trust

5. The proportion of males and females receiving a bonus payment

Supporting Statement

The Marches Academy Trust is committed to the promotion of equality of opportunity to all employees and supports the fair treatment of all staff irrespective of gender. Teaching staff are remunerated on an incremental pay scale that rewards them for their professional performance, wider contribution to their school and their level of experience. Associate staff pay is regularly reviewed and benchmarked on a national and local basis to ensure that pay correctly reflects the value and complexity of the work undertaken. Male and female staff at the Trust are treated equally on appointment and throughout their careers with the Trust. The distribution of male and female staff across the quartile bands is representative of the gender make up of our workforce.