

Gender Pay Gap Reporting

As an employer, ATLAS Multi Academy Trust is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, to demonstrate what the pay gap is between our male and female employees

At ATLAS Multi Academy Trust we observe good equalities practice in staff recruitment, retention and development, and we also aim to reduce and remove inequalities and barriers that already exist.

We publish these results on our own website and submit the figures to the government each year

We use pay scales for all teaching staff that are aligned to the School Teachers' Pay and Conditions document, which is reviewed on an annual basis. For non-teaching support staff, we use the pay scales set by the NJC (National Joint Council for Local Government Services). Staff move through the pay scales for their grade based on a thorough and robust performance management process, meaning earnings are based on performance outcomes, irrespective of their gender.

The Gender Pay Gap is a high level, non-adjusted indicator of male and female earnings which is affected by workforce distribution and workforce make-up. It should be noted that the ATLAS Chief Executive Officer is female, as are many members of the Executive management team.

The Gender Pay Gap Report is based on data as at 31st March 2023. At this date, ATLAS Multi Academy Trust employed 241 full-pay relevant employees of which 194 were female (80%) and 47 were male (20%).

	Mean pay gap	Median pay gap
Hourly Pay	5.1%	6.0%

ATLAS Multi Academy Trust employs more female staff than male, this is typical of the education sector as a whole. The Trust's gender pay gap is driven by the higher proportion of females working in support roles, which are typically in the lower and lower middle quartile pay bands. This is demonstrated in the table below which shows a significant narrowing of the pay gap amongst staff on the same pay grading structure.

	Mean pay gap	Median pay gap	Lower Quartile	Lower middle Quartile	Upper middle quartile	Upper quartile
Male	£27.3	£27.8	14.8%	23.3%	21.7%	18.3%
Female	£25.9	£26.1	85.2%	76.7%	78.3%	81.7%

This data is reviewed regularly to monitor progress made on reducing the gender pay gap across the trust.

Phil O'Neill
Chief Operating Officer
Atlas Multi Academy Trust