



# Gender Pay Gap Report **2022**

## Contents

Contents .....	2
Gender Pay Gap Reporting.....	2
Interpreting the Data .....	3
Gender Pay Gap National Average Data.....	4
Gender Pay Gap New Bridge Multi-Academy Trust Data .....	4
Difference in mean hourly rates of pay .....	4
Difference in median hourly rates of pay.....	4
Difference in Mean Bonus Pay .....	4
Difference in Median Bonus Pay.....	5
Bonus Pay – Males.....	5
Number of male and female employees according to quartile pay bands.....	5
Proportion of male and female employees according to quartile pay bands.....	5

## Gender Pay Gap Reporting

We are passionate about improving the life opportunities available to our young people once they leave school and we are continually looking for innovative ways to enable our young people to achieve their aspirations and play a meaningful part in their local communities.

In order to do this, we constantly review our working policies and practices and we continue to welcome employee diversity as it continually adapts in order to meet the everchanging needs of our young people.

We are committed to policies and procedures that support diversity and inclusion on a number of levels, including gender and we will remain committed to equality in all forms across our Trust.

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out six calculations that show the difference between the average earnings of men and women in our organization and it will not involve publishing individual employee data.

We are required to publish the results on our own website and a government website. We will do this within the periods specified by the government.

Having a gender pay gap does not automatically mean that there is an equal pay issue within the organisation. There are a number of reasons for a gender pay gap, for example, a gender imbalance in the different levels of roles or if particular types of role are dominated by a single sex. It is a measure of the difference between men's and women's average earnings across an organisation. All roles across the organisation are included in calculating the average earnings figure and it is expressed as a percentage of men's earnings.

Equal pay is the right for men and women to be paid the same when doing the same or equivalent work. This is a legal requirement and New Bridge MAT is an equal pay employer in line with any pay legislation.

### Interpreting the Data

A key aspect arising from the gender pay gap reporting requirements is understanding and interpreting the results. The data produced from the calculations should help understand more clearly the extent of any gender pay gaps within our workforce, investigate the potential reason(s) and develop an action plan to address these.

In respect of the mean and median gender pay gap, and mean and median gender bonus pay gap, the following applies.

- A *positive* percentage figure (which most organisations are likely to have) indicates that typically, or overall, female employees have lower pay and/or bonuses than male employees.
- A *negative* percentage figure (which some organisations may have) indicates that typically, or overall, male employees have lower pay and/or bonuses than female employees.
- A *zero-percentage* figure (which is unlikely but could exist in some circumstances) would indicate there is no gap between the pay and/or bonuses of typical male and female employees or there is a complete equal pay or bonuses overall.

A comparison of the proportions of male and female employees receiving bonus pay will indicate how much more likely male employees are to receive a bonus payment compared to female employees (and vice versa).

A comparison of the proportions of male and female employees in each pay quartile band

will indicate the distribution of male and female employees in each quartile. A comparison of the results between the quartiles will indicate the distribution of male and female employees across the organisation

## Gender Pay Gap National Average Data

As a group of special schools, we have a high number of female employees and our gender split is:

77% female  
23% male.

Our Multi-Academy Trust executive team is above the FTSE 100 boards at 38% and FTSE 250 boards at 35% for female representation presently consisting of:

55% female  
45% male

## Gender Pay Gap New Bridge Multi-Academy Trust Data

<b>Snapshot Date</b>	This pay gap report is related to payroll data at 31/03/2021.
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### Difference in mean hourly rates of pay

This identifies the difference between the mean hourly rate of pay of male and female full-pay relevant employees, expressed as a percentage.

Male	Female	Pay Gap
22.58	17.60	22.01%

### Difference in median hourly rates of pay

This identifies the difference between the median hourly rate of pay of male and female full-pay relevant employees, expressed as a percentage.

Male	Female	Pay Gap
14.51	11.83	18.43%

### Difference in Mean Bonus Pay

This identifies the difference between the mean bonus pay of male and female relevant employees, expressed as a percentage

Male	Female	Pay Gap
0	0	0

### Difference in Median Bonus Pay

This identifies the difference between the median bonus pay of male and female relevant employees, expressed as a percentage

Male	Female	Pay Gap
0	0	0

### Bonus Pay – Males

This identifies the proportions of male relevant employees and female relevant employees who received bonus pay

	No. of Male Employees Paid a Bonus	Total Male Employees	% Paid a Bonus compared to all male employees
Males	0	132	0
Female	0	446	0

### Number of male and female employees according to quartile pay bands

This identifies the proportions of male and female full-pay relevant employees in four quartile pay bands. The calculation requires the employer to divide the workforce into four equal parts each comprising (so far as possible) an equal number of employees, to determine the lower, lower middle, upper middle and upper quartile pay bands

Quartile	Males	Females	Total
Quartile 1 (lower)	16	116	132
Quartile 2 (lower middle)	34	99	133
Quartile 3 (upper middle)	35	98	133
Quartile 4 (upper)	44	88	132

### Proportion of male and female employees according to quartile pay bands

Quartile	Males	Females
Quartile 1 (lower)	12.12	87.88
Quartile 2 (lower middle)	25.56	74.44
Quartile 3 (upper middle)	26.32	73.68
Quartile 4 (upper)	33.33	66.67