



## Gender Pay Gap Reporting 2023

In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, The Rainbow Multi Academy Trust is required to publish the following gender pay gap report.

Snapshot Date 31 March 2023  
 Total Employees 513 (474 Female 92%, 39 Male 8%)

To report on our gender pay gap, calculations which show the difference between the average earnings of men and women in our organization are carried out.

The results are shown below.

### Mean Gender Pay Gap-

This calculation shows the difference between the mean hourly rate of pay that male and female full pay relevant employees receive: **25.67%**

### The Median Gender Pay Gap-

This calculation shows the difference between the median hourly rate of pay that male and female full pay relevant employees receive: **23.18%**

### The Mean Bonus Gender Pay Gap-

The difference between the mean bonus pay that male and female full-pay relevant employees receive: **0%**

### The Median Bonus Gender Pay Gap-

The difference between the median bonus pay that male and female full-pay relevant employees receive: **0%**

### The proportion of males and females receiving a bonus payment-

The proportion of bonus to males is **0%**

The proportion of bonus to females is **0%**

Table of proportion of males and females in each quartile pay band.

Quartiles	Male	Female
Lower Quartile	7.03%	92.97%
Lower Middle Quartile	2.33%	97.67%
Upper Middle Quartile	7.81%	92.19%
Upper Quartile	13.28%	86.72%



## **Narrative**

The Rainbow Multi Academy Trust is dedicated to fostering a workplace where equality thrives, and every employee has an equal opportunity to succeed. Our recruitment processes are designed to be transparent and unbiased, ensuring that all roles within the Trust are accessible to all individuals. As an equal opportunities employer, we strive to challenge any gender bias that exist in the primary education sector.

We are committed to fair treatment for all staff members, regardless of gender. This extends to our approach to performance appraisal, professional development and pay.

Our workforce is predominantly female, and a significant proportion of roles within the Trust are part-time. These part-time positions are often structured to align with pupils' needs and the hours of the school day. As part of our dedication to employee well-being, we support flexible working arrangements to promote work-life balance. This includes offering shared parental leave and parental leave for men, as well as encouraging women to return to the workplace after maternity or adoption leave to continue their professional progression. We recognise that while this may impact average salaries, it reflects our commitment to flexibility and accommodating the diverse needs of our employees.

## **Samantha Hassett**

HR Manager

March 2024