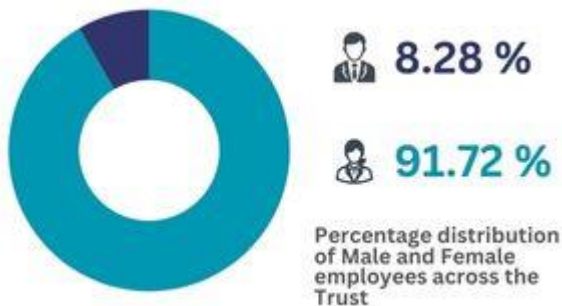


Gender Pay Gap Reporting 2024

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 2024
Total Employees 507 (465 Female 92%, 42 Male 8%)



To report on our gender pay gap, calculations which show the difference between the average earnings of men and women in our organisation 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: **29.94%**

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: **19.95%**

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-

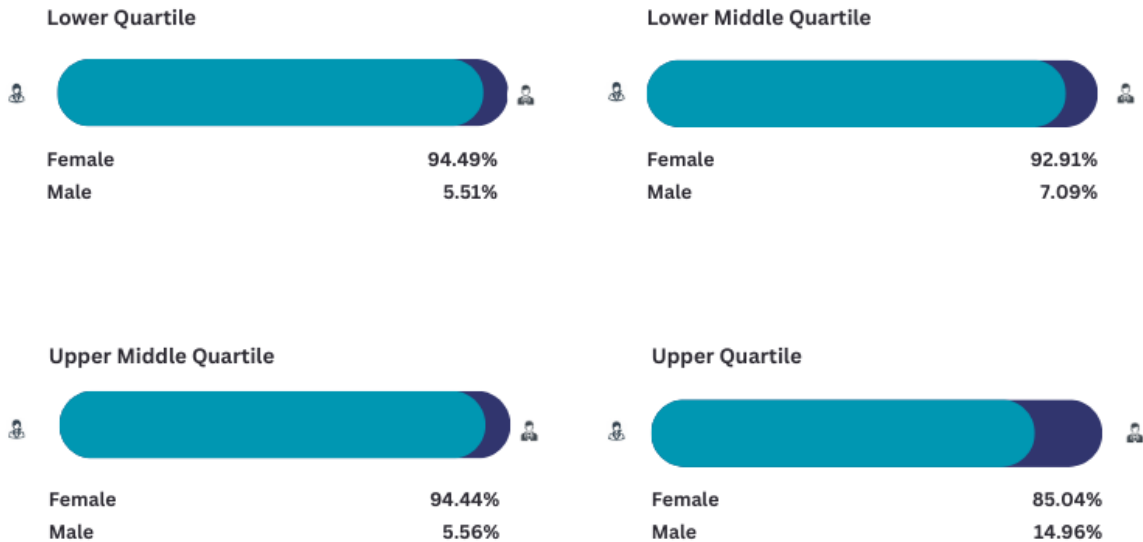
The difference between the median bonus pay that male and female full-pay relevant employees receive: **0%**

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%**

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



Narrative

The Rainbow Multi Academy Trust is committed to fostering an inclusive workplace where equality is central to all decisions and desired outcomes for staff. We strive to create an environment where every team member has the opportunity to excel. Working ethically to empower our people, supporting their ambitions, and challenging gender biases are reflected in every aspect of our operations.

As an equal opportunities employer, we actively challenge gender bias in the primary education sector. Our hiring policies and practices are transparent, ensuring that every position within the Trust is accessible to all individuals. We design job postings to be free from gender bias and use gender-neutral language in our job descriptions to attract a diverse pool of candidates.

We are committed to equitable treatment for all employees, regardless of gender. Our fair and unbiased policies encompass performance appraisal, career growth, and pay. All staff have equal access to professional development opportunities, supported through both the Trust’s online learning platform and performance appraisal system. This ensures that every staff member has the opportunity to upskill and progress, irrespective of gender.

Our workforce is predominantly female, and many roles within the Trust are part-time. Family friendly policies including flexible working, shared parental leave and parental leave for men enable the Trust to support the work-life balance of our staff, as well as encouraging women to rejoin the workforce post maternity or adoption leave to further their careers. While we acknowledge that these factors may affect average salaries, they reinforce our commitment to flexibility and meeting the diverse needs of our staff.

Samantha Hassett

HR Manager

20 February 2025