Perry Hall Multi Academy Trust

Gender Pay Gap Statement April 2023

Background The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requires all private sector employers with 250 or more employees to publish gender pay information on an annual basis, relating to the pay period that includes 5 April each year.

Perry Hall MAT is committed to the principle of equal opportunities and equal treatment for all employees. The Gender Pay Gap (GPG) is the difference between the average earnings of men and women, expressed relative to men's earnings and is not to be confused with Equal Pay which requires men and women doing the same job to receive the same pay. The table below shows the data produced in relation to the 2023/24 reporting requirement.

The Trust is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the Trust and the salaries that these roles attract, plus the substantially higher level of female employment within the Trust. Information not required by the government reporting requirements supports this, with two of the top three highest paid employees being women, and 65% of the top 20.

Pay Quartiles by Gender

Band	Men	Women
Upper Quartile	20.00%	80.00%
Upper Middle Quartile	9.56%	90.44%
Lower Middle Quartile	4.41%	95.59%
Lower Quartile	3.70%	96.30%

Gender Pay Gap

The mean gender pay gap for Perry Hall MAT is 27.29%. This means that on average the hourly rate for women is 27.29% less than for men. This is on data across the Trust, not a comparison between genders where a man and woman are undertaking the same role.

The median gender pay gap is 80.36%.

Bonus Gender Pay Gap

The Trust did not pay any bonuses to staff during the reporting period, therefore no statistic is available

(*Add any comments re: specific initiatives in place or any commitments the Trust has to ensuring the gender pay gap is closed where possible*)