



## 2024 Gender Pay Gap Report

As an employer of over 250 employees, RMAT is required in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (“the Regulations”) to conduct Gender Pay Gap reporting. RMAT is committed to Equal Opportunities and Diversity. Underpinning all our actions, irrespective of gender are the following policies:

- Equal Opportunities Policy
- Diversity, Equality and Inclusion Policy
- Flexible Working Guidance
- Recruitment and Selection Policy
- Work and Families Policy
- Work and Families Guidance

These policies set out our commitment to ensure fair and equal treatment for all and are available on request from the Trust.

In determining pay for RMAT Employees, RMAT takes account of National Agreements for the pay of teachers and support staff and seeks to ensure full compliance with equal pay. Employees are recruited based on their qualities and skills rather than their characteristics.

Under the Regulations, RMAT is required to report the following information on the difference in hourly rates of pay between male and female employees, expressed as a percentage of the male figure.

### Equal Pay

The gender pay gap is different from unequal pay. Unequal pay is paying women less than men for the same work. This has been unlawful since the Equal Pay Act 1970 was passed. This report explores why RMAT has a gender pay gap and identifies how we intend to close the gap.

### Mean Pay Gap

The difference between the mean (average) hourly rates of pay for male and female employees is 5.4% compared with 4.8% in 2023.

### Median Pay Gap

The difference between median (midpoint) hourly rates of pay for male and female employees is - 2.3% (i.e., the midpoint female employee was paid 2.3% more than the midpoint male in March 2024). This difference was -6.3% in 2023.

### Bonuses

No bonus payments were made to any employees. As a result, the Mean Bonus Gap and Median Bonus Gap are both 0.0%.

## Proportion of males and females in each pay quartile

When employees are ordered from highest to lowest hourly pay rates and divided into four groups, the proportion of male and female employees in each group are as follows:

Top quartile	60.4% female	39.6% male
Upper middle quartile	64.2% female	35.8% male
Lower middle quartile	52.8% female	47.2% male
Lower quartile	71.7% female	28.3% male

## Gender Pay Gap

The gender pay gap information is a measure of the difference between average earnings for men and women across all roles within an organisation. Like most Educational Providers, most of our workforce are female. The midpoint female employee was paid 2.3% more than the midpoint male in March 2024. We are confident that the pay gap shown is due to the structure of the workforce rather than any gender differences in recruitment, pay or opportunity.

The published information has been prepared from payroll data on the snapshot date of 31 March 2024, is accurate and is signed by Annette Hall, Chair of the RMAT Board.



Annette Hall  
Chair of the RMAT Board  
Resilience Multi Academy Trust  
31 March 2024