



BORDESLEY MULTI ACADEMY TRUST

Bordesley Multi Academy Trust

Gender Pay Gap Report 2021

In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulation 2017, Bordesley Multi Academy Trust (MAT) is required to publish gender pay gap information.

The snapshot date for this data is 31 March 2020 and reporting is based on hourly rates of pay.

The following statutory measures are to be reported:

1 Mean Pay Gap

The difference between the mean hourly rate of pay that male and female relevant employees receive is 27.8%

2 Median Pay GP

The difference between the median hourly rate of pay that male and female relevant employees receive is 20%

3 Mean Bonus Gap

No employees received bonus payments in the reporting period

4 Median Bonus Gap

No employees received bonus payments in the reporting period

5 The proportion of males and females receiving bonus payments

No employees received bonus payments in the reporting period

6 The proportion of males and females in each quartile pay band

Gender	Lowest	Lower Quartile	Mid	Upper Quartile	Mid	Highest
Male	10%	30%		22%		40%
Female	90%	70%		78%		60%

Bordesley Multi Academy Trust is committed to ensuring fair pay for all members of staff regardless of their gender through transparent recruitment and professional development processes and pay policy. All posts are aligned to nationally agreed pay scales and male and female staff are paid within the same pay band for the same job role.

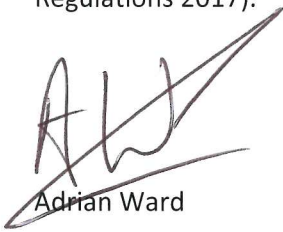
The MAT is confident that the gender pay gap is not a result of paying men and women differently for work of equal value, but rather from the distribution of roles between male and female

CEO: Mr A Ward, B.Mus, NPQH

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employees. For example, lower paid and part time roles attract more women applicants, as does primary education; this is typical of establishments throughout the education sector.

I confirm that the above information has been prepared from our payroll data on the snapshot date, is accurate and meets the requirements of the Equality Act 2010 (Gender Pay Gap Information Regulations 2017).

A handwritten signature in black ink, appearing to read 'AW', with a long, sweeping horizontal stroke underneath.

Adrian Ward

Chief Executive Officer

Date: 4th May 2021