



# GENDER PAY GAP REPORT

DATA SNAPSHOT CAPTURED: 31ST MARCH 2024

## SUMMARY

The STAR Multi Academy Trust (STAR MAT), in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, is required to publish information to indicate the extent of any pay gap between its male and female employees. This is different to equal pay.

STAR MAT is an equal opportunity employer, committed to the elimination of discrimination throughout its fair and transparent recruitment process; pay policies and professional development. The STAR MAT's employment practices are reviewed frequently to ensure that individuals are recruited on the basis of their merits and abilities and the Trust welcomes job applicants of all ages, cultures and backgrounds.

We consult with staff unions on our pay policy annually. Men and women who carry out the same job, or work of equal value are paid on the same pay band. The overall GPG therefore reflects workforce composition rather than pay inequalities.

Our schools at the snapshot date included:

- Appleton Roebuck Primary School
- Brayton CE Primary School
- Kirk Fenton CE Primary School
- Kellington Primary School
- Monk Fryston CE Primary
- Riverside School, Tadcaster
- Saxton CE Primary
- Sherburn High School
- Sherburn Hungate Primary School
- South Milford Primary School
- Tadcaster Grammar School

## DIFFERENCE IN MEAN AND MEDIAN HOURLY RATE OF PAY

The mean gender pay gap refers to the difference between the mean hourly rate of pay for male (full pay relevant employees) employees and that of female (full pay relevant) employees.

The median gender pay gap refers to the difference between **the midpoints** in the ranges of men's and women's hourly earnings (i.e. when these are ranked from lowest to highest).

For clarity and in line with regulations the difference for both of these below is expressed as a percentage.

DIFFERENCE BETWEEN MALE AND FEMALE EMPLOYEES			
	2024	2023	2022
<b>Mean gender pay gap</b>	25.3%	25%	20.1%
<b>Median gender pay gap</b>	39.2%	39.2%	43.1%

No bonuses were paid to staff for the reporting period. Our Trust rewards employees using a number of wellbeing initiatives but these are all non-monetary rewards and so have been discounted from the calculations.

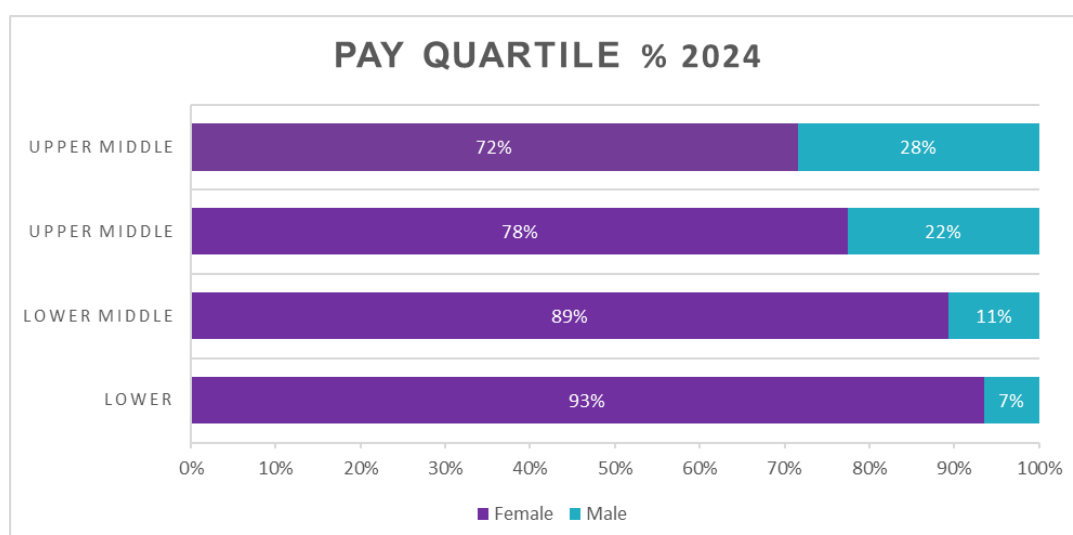
**PROPORTION OF MALE AND FEMALE EMPLOYEES ACCORDING TO QUARTILE PAY BANDS**

The data table below shows the percentage of men and women in each quartile between 2023 and 2024 when ordering hourly rates of pay. The total relates to the number of employees which make up that percentage in the quartile.

Quartile	Female	Males
<b>Upper Quartile</b>	<b>2023 – 72% (122 total)</b>	<b>2023 – 28% (48 Total)</b>
	<b>2024 – 72% (121 total)</b>	<b>2024 – 28% (48 Total)</b>
<b>Upper Middle Quartile</b>	<b>2023 – 79% (135 Total)</b>	<b>2023 – 21% (36 Total)</b>
	<b>2024 – 78% (131 Total)</b>	<b>2024 – 22% (38 Total)</b>
<b>Lower Middle Quartile</b>	<b>2023 – 89% (153 Total)</b>	<b>2023 – 11% (18 Total)</b>
	<b>2024 – 89% (151 Total)</b>	<b>2024 – 11% (18 Total)</b>
<b>Lower Quartile</b>	<b>2023 – 94% (160 Total)</b>	<b>2023 – 6% (11 Total)</b>
	<b>2024 – 93 % (158 Total)</b>	<b>2024 – 7% (11 Total)</b>

This data shows the number of female and male employees in the upper quartiles has remained stable within the last year with minimal change to the number of males and females through the organisation.

The lower quartiles have seen a decrease in the number of female employees but the male employees remain steady. The lower quartiles roles have more flexible hours which could suit female employees as they often fit around family and childcare responsibilities. Again this remains consistent with the data last year and the minimal change has had little impact on the percentage difference between the quartiles.



**SUPPORTING NARRATIVE**

The STAR MAT, a charitable trust, follows the School Teachers' Pay and Conditions Document for setting teachers' pay and the National Joint Council (NJC) for Local Government Services for setting support staff pay. All the STAR MAT schools are within the North Yorkshire County Council Local Authority area.

Senior Leaders and Teaching staff are remunerated on an incremental pay scale that rewards them for their professional performance; additional responsibilities and their level of experience.

Support staff pay scales are determined via a process of job evaluation to reflect the value and complexity of the different roles undertaken. We are committed to the promotion of equal opportunities and our job roles are evaluated to ensure fair pay in each role and we advertise each position with no gender bias.

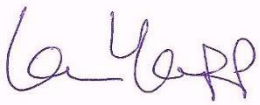
Eighty- three (83%) of STAR MAT employees are female. We acknowledge that the vast majority of employees in the lower band posts are female. Many of these posts are term-time only or part-time positions. These posts have proved attractive to employees with family commitments due to the flexibility of term time working.

Thirty two percent (32%) of our employees have two or more contracts, possibly at very similar rates of pay for the different roles they perform within the Trust. Therefore, calculating GPG on the number of contracts would distort our GPG figures. Where there are staff with multiple contracts, Equalities Office advice is to choose the most appropriate method of calculating GPG. The figures are based on individual employees, not number of contracts, regardless of whether their contract is full or part-time. We are of the opinion that this methodology is a truer reflection of our GPG.

All staff are valued and receive proper recognition for their work and their contribution to the schools. Decisions regarding performance related pay are moderated across the Trust by pay committees within Local Governing Bodies and ratified by the STAR MAT Board. Of staff on the leadership pay grades, sixty six percent (66%) are women. This is significantly higher than the national average of forty percent of employees in the top quartile being female however has reduced from 94% since the last report. It still supports the statement that females are continuing to progress and are being appointed to the most senior positions in the trust.

## SUPPORTING STATEMENT

I confirm that the above information has been prepared from our payroll data on the snapshot date as of the 31<sup>st</sup> March 2024 and fairly presents the Gender Pay Gap information for The STAR Multi Academy Trust.

Signature: 

Name: Ian Yapp

Position: Chief Education Officer

Date: