

# Rainbow Education Multi Academy Trust

A professional learning community

1st Floor, The Old Education Office, Huyton Hey Road, L36 5YH

0151 966 8060

rainboweducationmat.co.uk

@RainbowEduMAT



## Gender Pay Gap Report – March 2023

As an employer of over 250 employees, we are required by law to carry Gender Pay Gap Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Rainbow Education Multi-Academy Trust is an equal opportunities employer and does not discriminate in any way (as defined by the Equalities Act 2010 and other relevant legislation) regarding recruitment, performance management and employee career development opportunities.

The Staff Pay Policy sets out the framework for making decisions on employees' pay. It has been developed to comply with current legislation, the requirements of the School Teachers' Pay and Conditions Document (STPCD), the National Joint Council for Local Government Services National Agreement on Pay and Conditions of Service ('Green Book') and in accordance with the principles of public life – objectivity, openness and accountability.

At the snapshot date of 31<sup>st</sup> March 2023, the Trust had 370 employees who count as full pay relevant employees (the definition used for reporting gender pay gap). There were 326 females (88%) and 44 males (12%).

### Difference in hourly rate

Mean	Median
Female's mean hourly rate is <b>1.4% higher</b> than men's	Female's median hourly rate is <b>15.8% lower</b> than men's

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## Pay Quartiles

	<b>Quartile 1 (Lower)</b>	<b>Quartile 2 (Lower Middle)</b>	<b>Quartile 3 (Upper Middle)</b>	<b>Quartile 4 (Upper)</b>
<b>Male</b>	10.1%	5.6%	21.4%	16.5%
<b>Female</b>	89.9%	94.4%	78.6%	83.5%

## Bonus Pay Gap

No bonuses were paid during the period.

