



# Gender Pay Gap

## Report

March 2023 snapshot date (March 2024 Submission)



## Esteem Multi-Academy Trust Gender Pay Gap Results

### Whole Staff reporting

Whole Staff	M	F	%
Mean Gender Gap Hourly Pay	£19.55	£15.63	20.1%
Median Gender Pay Gap in Hourly Pay	£15.22	£12.93	15.0%
Mean Gender Pay Gap in Bonus Pay	£0.00	£0.00	0.0%
Median Gender Pay Gap in Bonus Pay	£0.00	£0.00	0.0%
% of M and F in Upper Quartile	26%	74%	100%
% of M and F in Upper Middle Quartile	16%	84%	100%
% of M and F in Lower Middle Quartile	8%	92%	100%
% of M and F in Lower Quartile	10%	90%	100%

### Breakdown of Support and Teaching Staff

Support Staff	M	F	%
Mean Gender Gap Hourly Pay	£13.69	£12.73	7.0%
Median Gender Pay Gap in Hourly Pay	£13.17	£12.02	8.7%
Mean Gender Pay Gap in Bonus Pay	£0.00	£0.00	0.0%
Median Gender Pay Gap in Bonus Pay	£0.00	£0.00	0.0%
% of M and F in Upper Quartile	19%	81%	100%
% of M and F in Upper Middle Quartile	7%	93%	100%
% of M and F in Lower Middle Quartile	11%	89%	100%
% of M and F in Lower Quartile	10%	90%	100%
Teaching Staff	M	F	%
Mean Gender Gap Hourly Pay	£28.53	£27.02	5.3%
Median Gender Pay Gap in Hourly Pay	£26.27	£26.95	-2.6%
Mean Gender Pay Gap in Bonus Pay	£0.00	£0.00	0.0%
Median Gender Pay Gap in Bonus Pay	£0.00	£0.00	0.0%
% of M and F in Upper Quartile	32%	68%	100%
% of M and F in Upper Middle Quartile	18%	82%	100%
% of M and F in Lower Middle Quartile	23%	77%	100%
% of M and F in Lower Quartile	29%	71%	100%

### Gender split for Esteem Multi-Academy Trust

	Whole Staff			Teaching Staff			Support Staff		
	M	F	No. in Q	M	F	No. in Q	M	F	No. in Q
Upper Quartile	49	142	191	14	30	44	28	119	147
Upper Middle Quartile	30	161	191	8	36	44	11	136	147
Lower Middle Quartile	16	175	191	10	34	44	16	131	147
Lower Quartile	19	173	192	13	32	45	14	133	147
Totals (Employee No.)	114	651	765	45	132	177	69	519	588