



PolyMAT Gender Pay Gap Report

As an organisation committed to equity for all its staff and students, PolyMAT welcomes this first opportunity to analyse its gender pay gap and take actions based upon it. Our vision of "Success for Everyone" means that we take any pay gap seriously, seek to understand it and take actions to ensure that all groups and individuals have equal opportunity to achieve and enjoy in our workplace.

Data for 31st March 2022

Mean Gender Pay Gap	9.18%
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Median Gender Pay Gap	21.32%
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Total % Paid Bonus	0.00%
Males Paid Bonus	0.00%
Females Paid Bonus	0.00%

Mean Bonus Pay Gap	0.00%
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Median Bonus Pay Gap	0.00%
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Proportion of Males & Females in each pay quartile

	Female	Male
Lower Quartile	72.92%	27.08%

Lower Middle Quartile	69.44%	30.56%
Upper Middle Quartile	56.64%	43.36%
Upper Quartile	64.58%	35.42%

Planned Actions

This is the first year that PolyMAT has been required to report on the gender pay gap. The data presented above has been reviewed by the PolyMAT Executive team and the following actions agreed:

- As it is the first year of obtaining this information further analysis will be undertaken to inform the Trusts response. A detailed breakdown of the roles within each quartile will be undertaken to identify the roles that exhibit the largest differentials. This will be produced by end of April 2023.
- Action plan to be drawn up and presented to staff for feedback by end of May 2023.
- Implementation of agreed actions during the remaining summer term as appropriate. It is anticipated that any actions pertaining to recruitment could be implemented quickly and would have greatest impact during the summer term when recruitment for the new academic year is high.
- The impact of agreed actions will be closely monitored. Gender pay gap data for 31st March 2023 will be produced in June and further data collected at the end of October 2023 and the end of February 2024. This will be reviewed by the Executive Team and the action plan revised accordingly.
- Full report on gender pay gap action plan, strategy and progress to date to be produced April 2024.