



PolyMAT Gender Pay Gap Report March 2024

Introduction

The gender pay gap measures the difference between average hourly earnings excluding overtime of men and women, as a proportion of men's average hourly earnings excluding overtime; it is a measure across all jobs within an organisation, not of the difference in pay between men and women for doing the same job.

PolyMAT is an organisation committed to equity for all its staff and students, therefore, we welcome this opportunity to analyse our gender pay gap data 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 our workplace.

The National Picture

According to the Office of National Statistics the gender pay gap among full-time employees has been declining over time, it was 7.0% in April 2024, down from 7.5% in April 2023. Among all employees, the gender pay gap decreased to 13.1% in April 2024, down from 14.2% in April 2023. For part-time employees, the gender pay gap was negative 3.0% in April 2024. This was an increase from April 2023, where it was negative 2.5%. The Trust's data includes all employees including term time only and part time workers and as such compares favourably to the national picture.

The gender pay gap is influenced by a number of factors (eg. age, profession, location) and further analysis of the national data shows:

- The gender pay gap is larger for employees aged 40 years and over than those aged under 40 years.
- The gender pay gap is larger among high earners than among lower-paid employees.
- In April 2024, the gender pay gap was highest in skilled trades occupations and lowest in the caring, leisure and other service occupations.

- In April 2024, the gender pay gap among full-time employees was higher in every English region than in Wales, Scotland, or Northern Ireland.

The Data

Data for 31st March 2024 and comparable data for previous years

		Mar-22	Mar-23	Mar-24
Mean Gender Pay Gap		9.18%	9.13%	10.20%
Median Gender Pay Gap		21.32%	23.65%	21.01%

There are no bonuses paid to any member of staff.

Proportion of males & females in each pay quartile

	Mar-22		Mar-23		Mar-24	
	Female	Male	Female	Male	Female	Male
Lower Quartile	72.92%	27.08%	74.10%	25.90%	73.44%	26.56%
Lower Middle Quartile	69.44%	30.56%	65.06%	34.94%	82.72%	17.28%
Upper Middle Quartile	56.64%	43.36%	61.82%	38.18%	70.31%	29.69%
Upper Quartile	64.58%	35.42%	63.25%	36.75%	69.63%	30.37%

Actions taken and future strategies

March 2022 was the first year the Trust published gender pay gap information. Since this time gender pay information has been reviewed twice by the Executive Team and an action plan established.

In order to better understand the gender pay gap across the Trust further analysis has been obtained from the Trust's new budgeting software IMP. This enables differences to be analysed between schools and by role type. This has informed the action plan and future strategies.

Actions taken to date:

- Investors in Diversity obtained September 2023 to ensure the workplace is inclusive and welcoming.
- Standardised pay scales with Teachers paid the national scales and support staff paid NJC pay scales. The Trust is committed to paying the London Living Wage.
- Performance related pay review of leadership via the Pay Committee.
- Standardised recruitment practices, adhering strictly to safer recruitment procedures.
- Sexual Harassment Training delivered to Trust and School leaders, line managers and all staff
- Anti-sexual harassment workplace procedures for reporting and investigating any reports of sexual harassment
- Monitoring impact via staff surveys, exit interviews, and data collection from the recruitment process.
- Family friendly policies – flexible working policy and enhanced maternity/paternity policies
- Staff wellbeing lead to deliver wellbeing strategies. The Trust has signed up to the Wellbeing Charter.
- Encouraging staff to participate in performance related reviews and training.
- Apprenticeship levy used to support obtaining recognised industry qualifications.
- Implementation of the My New Term software to further improve the recruitment process and monitoring in this area.

Future Strategies will concentrate on:

- As the Trust grows identifying career paths across the Trust improving opportunities and ensure we are promoting equality, diversity and inclusion.
- Continue to promote generous family friendly policies to help recruit, retain and increase staff motivation whilst ensuring they promote equality, inclusion and diversity.
- Ensuring that the strategies to improve the gender pay gap are embedded in the Trust's People Strategy.
- Further develop wellbeing strategies and monitor their impact.
- Ensuring there is no 'motherhood penalty' in female staff securing jobs at leadership level.