



## PolyMAT Gender Pay Gap Report

### Introduction

As an organisation committed to equity for all its staff and students, PolyMAT welcomes this 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 our workplace. It is recognised that this can be difficult in some sections of the workforce as some support roles are traditionally attractive to women as they facilitate childcare and other responsibilities i.e. term time working and school hours (reduced hours). However, these term time only roles tend to be on the lower pay scales. The Trust has therefore produced the legally required data plus, using its budgeting system, more detailed data drilling down into different roles so as actions can be focused accordingly.

### The National Picture

According to the Office of National Statistics the gender pay gap has been declining slowly over time; over the last decade it has fallen by approximately a quarter among full-time employees, and in April 2023 it stands at 7.7%. This widens to 14.3% if part time workers are included. The Trusts data includes all employees including term time only and part time workers and as such compares favourably to the national picture.

### The Data

**Data for 31<sup>st</sup> March 2023 and comparable data for the previous year**

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

There are no bonuses paid to any member of staff.

### Proportion of males & females in each pay quartile

	Mar-22		Mar-23	
	Female	Male	Female	Male
Lower Quartile	72.92%	27.08%	74.10%	25.90%
Lower Middle Quartile	69.44%	30.56%	65.06%	34.94%
Upper Middle Quartile	56.64%	43.36%	61.82%	38.18%
Upper Quartile	64.58%	35.42%	63.25%	36.75%

### 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.
- 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.
- Performance related reviews and training. Apprenticeship levy used to support obtaining recognised industry qualifications.

Future Strategies will concentrate on:

- Implementation of the My New Term software to further improve the recruitment process and monitoring in this area.
- As the Trust grows identifying career paths across the Trust improving opportunities.
- Ensuring that the strategies to improve the gender pay gap are embedded in the Trusts People Strategy.
- Further develop wellbeing strategies and monitor their impact.