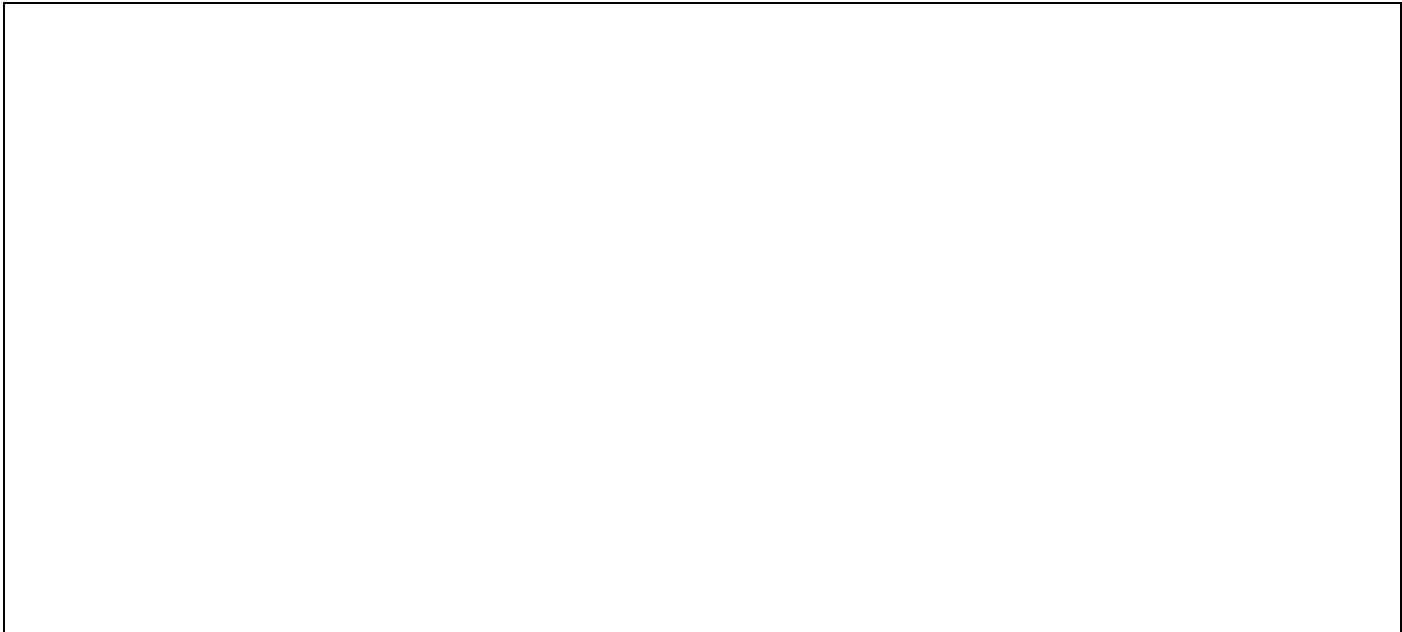




## Gender Pay Gap Report 2024-2025

Fairfax Multi Academy Trust (FMAT) presents their gender pay gap report covering the reporting period 2024-2025. The data includes any employees paid within the March pay period.

## The Results



Historic Data

|        |        |        |        |        |
|--------|--------|--------|--------|--------|
| 2024   | L      |        |        | H      |
|        | Q1     | Q2     | Q3     | Q4     |
| Male   | 30.28% | 18.35% | 27.52% | 34.86% |
| Female | 69.72% | 81.65% | 72.48% | 65.14% |
| 2023   | L      |        |        | H      |
|        | Q1     | Q2     | Q3     | Q4     |
| Male   | 22.02% | 21.10% | 42.20% | 29.36% |
| Female | 77.98% | 78.90% | 57.80% | 70.64% |
| 2022   | L      |        |        | H      |
|        | Q1     | Q2     | Q3     | Q4     |

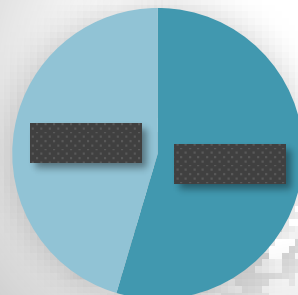
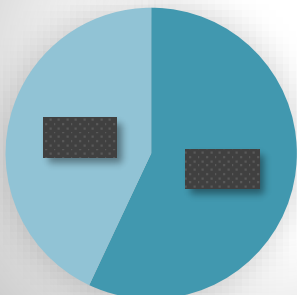
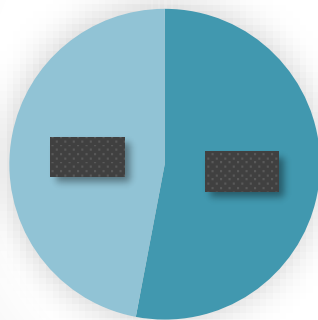
## Causes of the gender pay gap

The Trust's pay gap is strongly influenced by the gender make-up of its differing staff communities. Of the 436 staff included in this snapshot, only 121 were male which is a decrease from the previous year's report.

Teaching as a profession is more heavily weighted towards the female population. However, this weighting is even more prevalent in the support functions (teaching support staff and other ancillary support staff).

The Trust adheres to NJC pay awards for support staff and national teaching pay scales for teaching staff. Our gender pay gap arises as a result of the roles in which men and women work within our trust and the salaries that these roles fairly attract.

All quartiles are more heavily dominated by females. However, we can assess this more in depth when we split out the Teaching and Support staff functions further:





By splitting out the two groups of staff, it demonstrates that the gap has reduced for both support staff and teaching staff. The median gap for teachers has also completely closed..

The difference in our staffing makeup this year is that we can see an increase in the number of male employees in Q1 and Q4 to the previous years. This is due to more male colleagues being recruited into these levels.

In Q2 and Q3 we can see an increase in the number of females. This is a positive shift where we can observe more females moving into middle and senior manager salary levels. Regardless of whether the teachers are in responsibility posts, many are often positioned higher within the structure than managerial posts for support staff.

Whilst colleagues are paid equal salary grades for similar roles, the hourly rate for teachers within this cohort starts at £23.72, up from £17.04, whereas support staff hourly rates start at £12.38. Main Scale point 1 sits within Q2 and Upper Pay Scale 1 Q3 at £34.20 per hour. a13 12 Tf1 0 0 1 54 390.1796 82 Tbe]TTtb1796 83(t )361e a13 12 Tf1 0 -5(

