

Gender Pay Gap Report

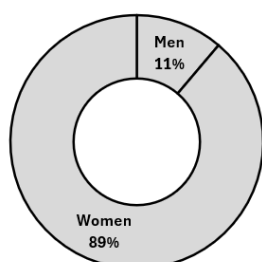
March 2024 snapshot date (March 2025 Submission)

Difference in hourly rate:

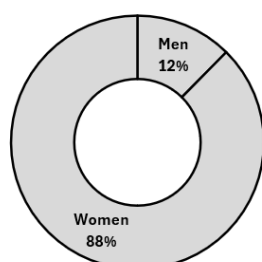
Mean	Median
Women's mean hourly rate is 8.4% lower than men's.	Women's median hourly rate is 16.1% lower than men's.
<i>When comparing mean hourly rates, women earn 91.6p for every £1 men earn.</i>	<i>When comparing median hourly rates, women earn 83.9p for every £1 men earn.</i>

Pay Quartiles:

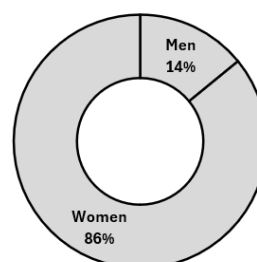
The charts below show the gender distribution at Esteem Multi Academy Trust when colleagues are placed into four equally sized quartiles based on pay.



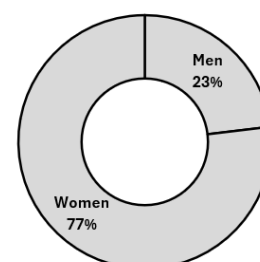
Quartile 1
(Lower)



Quartile 2



Quartile 3



Quartile 4
(Upper)

A message from Esteem Multi-Academy Trust:

The gender pay gap at Esteem Multi-Academy Trust can be partly related to the higher take up of positions in our schools by female staff who seek part-time or flexible working, such as support staff roles. These are at lower salary points and are term time only, aligning to childcare responsibilities and/or personal circumstances of many. The workforce of Esteem Multi-Academy Trust is made up of predominantly support staff positions, along with teaching and central team functions. Salaries are paid in accordance

with the nationally agreed terms and conditions of service for both teaching and support staff. This ensures that men and women, who undertake the same job, or similar jobs of equal value, are paid equally. This has improved on the previous year and Esteem Multi-Academy Trust continues to be committed to addressing the gender pay gap to ensure that it continues to reduced or is eliminated.