

GENDER PAY GAP 2021 - 22



Tollbar MAT
Family of Academies

TOLLBAR MULTI ACADEMY TRUST

PAY DATA



DIFFERENCE IN HOURLY RATE

MEAN	MEDIAN
Women's mean hourly rate is 18.6% lower than men's	Women's median hourly rate is 20.6% lower than men's

In other words, when comparing mean hourly rates, women earn **81.4p** for every **£1** men earn

In other words, when comparing median hourly rates, women earn **79.4p** for every **£1** men earn

PAY QUARTILES

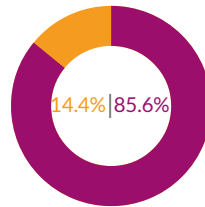


MALE

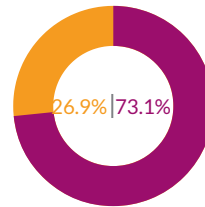


FEMALE

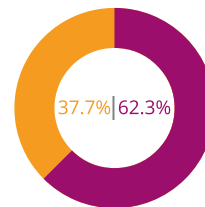
The image across shows the gender distribution at Tollbar MAT when colleagues are placed into four equally sized quartiles based on pay



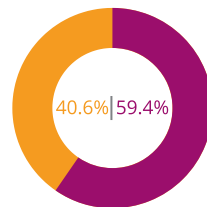
Quartile 1
(lower)



Quartile 2



Quartile 3



Quartile 4
(upper)

A message from the Chief Executive of Tollbar MAT

Tollbar Multi Academy Trust's gender pay gap outcomes for the reporting year 2021/22 reporting year are broadly positive, when compared against the outcomes for the 2020/21 reporting year. For example, the difference in males and female's hourly rates of pay (when assessed on a mean average basis) has decreased from 17.8% to 17.0%, which is reflective of the Trust's commitment to gender equality and an inclusive environment within which all employees can fulfil their potential. Female representation within the upper pay quartile has, meanwhile, increased slightly from 59.1% to 59.4%. Although the differences in males and females' hourly rates of pay has increased to 23.1% when assessed on a median average basis - this appears to be an anomaly, when viewed within the context of the other headline figures. Moreover, it should be noted that the workforce of the MAT is predominantly (70.1%) female overall. Taking this into account, the difference in hourly rates of pay when assessed on a median average basis is less meaningful than it would otherwise be.

60% of Tollbar MAT's senior management team were female as of 31 March 2021. In addition, five of the seven Academy Principals were female as of 31 March 2021. Therefore, the Trust can be seen to ensure that women play an important role in its strategic direction.

M Brown

M Brown | Chief Executive | Tollbar MAT

We confirm the data reported is accurate. In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Tollbar MAT is required to carry out Gender Pay Gap Reporting