



Gender Pay Gap Reporting – March 2025

This report shows the difference in the average pay between all men and women across our workforce. SHINE Multi Academy Trust is an equal pay employer, subject to the requirements of TUPE transfers. The Trust's Gender Pay Gap is a high level, non-adjusted indicator of male and female earnings affected by workforce distribution and workforce make-up. The overall gender pay gap reflects workforce composition rather than pay inequalities.

The Board of Trustees are committed to the promotion of equality of opportunity and choice for employees and support the fair treatment of all staff irrespective of gender through our transparent recruitment processes, pay policy and professional development. All our posts are aligned to nationally agreed pay scales and our male and female staff are paid within the same pay band for the same job role.

The snapshot date for SHINE Multi Academy Trust was 31st March 2024. The data required under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 is as follows:

SHINE Multi Academy Trust's Gender Profile

	Hourly Rate	Hourly Rate
	Mean Average	Median Average
Female Employees	£18.68	£14.82
Male Employees	£23.77	£22.81
Total Employees		
Percentage Difference	21.40%	35%

The results of the statutory gender pay calculations are:

1. Mean Gender Pay Gap

The difference in the mean hourly pay rate of pay that male and female full pay relevant employees receive is 21.4%. This difference means that female employees are paid 21.4% less as a mean average.

2. Median Gender Pay Gap

The difference in the 2023 median hourly rate of pay that male and female full pay relevant employees receive is 35%. This difference means that the median female employee are paid 35% less than the median male employee.

3. Bonus

SHINE Multi Academy Trust does not operate a bonus scheme.



4. The Proportion of males and females in each Quartile Pay Bands

Quartile Headcount	1	2	3	4
Gender Proportions Per Quartile %				
F	95.31%	92.06%	85.22%	79.92%
M	4.69%	7.94%	14.78%	20.08%

As a Multi Academy Trust we are aware that the majority of our catering, cleaning and midday support staff are female and these roles tend to be the lowest paid within the organisation. In addition, the majority of part-time and flexible working arrangements are typically undertaken by women in our trust. SHINE MAT is committed to ensuring that recruitment and selection is undertaken in a fair and transparent way and that appointments are based on the candidate judged to be the most suitable regardless of gender.

J O'Leary

Mrs Judi O'Leary

CEO

SHINE Multi Academy

