



Gender Pay Gap

Report

March 2022 snapshot date (March 2023 Submission)



Esteem Multi-Academy Trust Gender Pay Gap Results

Whole Staff reporting

Whole Staff	M	F	%
Mean Gender Gap Hourly Pay	£19.15	£14.55	24.0%
Median Gender Pay Gap in Hourly Pay	£13.71	£12.26	10.6%
Mean Gender Pay Gap in Bonus Pay	£0.00	£0.00	0.0%
Median Gender Pay Gap in Bonus Pay	£0.00	£0.00	0.0%
% of M and F in Upper Quartile	26.7%	73.3%	100.0%
% of M and F in Upper Middle Quartile	12.2%	87.8%	100.0%
% of M and F in Lower Middle Quartile	10.6%	89.4%	100.0%
% of M and F in Lower Quartile	8.3%	91.7%	100.0%

Breakdown of Support and Teaching Staff

Support Staff	M	F	%
Mean Gender Gap Hourly Pay	£12.91	£12.08	6.4%
Median Gender Pay Gap in Hourly Pay	£12.26	£11.93	2.7%
Mean Gender Pay Gap in Bonus Pay	£0.00	£0.00	0.0%
Median Gender Pay Gap in Bonus Pay	£0.00	£0.00	0.0%
% of M and F in Upper Quartile	16.3%	83.7%	100.0%
% of M and F in Upper Middle Quartile	9.9%	90.1%	100.0%
% of M and F in Lower Middle Quartile	12.1%	87.9%	100.0%
% of M and F in Lower Quartile	7.0%	93.0%	100.0%
Teaching Staff	M	F	%
Mean Gender Gap Hourly Pay	£29.13	£25.24	13.4%
Median Gender Pay Gap in Hourly Pay	£27.68	£25.47	8.0%
Mean Gender Pay Gap in Bonus Pay	£0.00	£0.00	0.0%
Median Gender Pay Gap in Bonus Pay	£0.00	£0.00	0.0%
% of M and F in Upper Quartile	46.2%	53.8%	100.0%
% of M and F in Upper Middle Quartile	20.5%	79.5%	100.0%
% of M and F in Lower Middle Quartile	12.8%	87.2%	100.0%
% of M and F in Lower Quartile	23.1%	76.9%	100.0%

Gender split for Esteem Multi-Academy Trust

	Whole Staff			Teaching Staff			Support Staff		
	M	F	No. in Q	M	F	No. in Q	M	F	No. in Q
Upper Quartile	48	132	180	18	21	39	23	118	141
Upper Middle Quartile	22	158	180	8	31	39	14	127	141
Lower Middle Quartile	19	161	180	5	34	39	17	124	141
Lower Quartile	15	166	181	9	30	39	10	132	142
Totals (Employee No.)	104	617	721	40	116	156	64	501	565