



## Gender Pay Gap Annual Statement

Dartmoor Multi Academy Trust has made the following declaration in line with (Gender Pay Gap Information) Regulations 2017.

As of 31<sup>st</sup> March 2023, Dartmoor MAT had 653 employees. When looking at the hourly pay, the following information demonstrates the proportion of Males and Females in each quartile of the pay bands.

<b>Hourly Pay</b>	<b>Male</b>	<b>Female</b>
Upper Quartile %	35%	65%
Upper Middle Quartile %	27%	73%
Lower Middle Quartile %	22.1%	77.9%
Lower Quartile %	3.7%	96.3%

As you can see, females dominate each of the quartiles within the trust. There is a higher proportion of females in the lower quartile, as the roles these pay rates and associated roles tend to lend themselves to part time, term time working, which parents enjoy.

The Mean (average) pay gap is 26.6%. This means on average; men are paid 26.6% more across the Trust. This is a reduction from last year which was 27.3%. This is a positive step forward.

The Median (middle) pay gap is 60%. This means that the middle pay for males is 60% higher than for females. This is an increase from last year which was 48.4%. This again is partly due to the large proportion of females who work in the lower Quartile, as opposed to men. However, this is something we can work on as a Trust to reduce the gap.

Dartmoor MAT is an equal opportunity employer and does not tolerate discrimination in any way.

We pride ourselves on supporting flexible working where possible and have staff wellbeing at the forefront of our Trust. We strive for fair pay within the sector and follow the National Pay Scales as supported by unions to ensure meaningful consultation with all employees.