



Veritas Multi Academy Trust (hereafter Veritas MAT) are dedicated to carrying out Gender Pay Gap Reporting, in accordance with the Equality Act 2010 (gender pay gap information) regulations 2017. Reporting annually is essential to track how recruitment, reward and progression decisions impact the achievement of our diverse, inclusive workforce. The gender pay gap is calculated by taking all employees across the organisation, comparing the average pay between our female and male employees, including those undertaking similar roles. More details on gender pay gap reporting regulations and how calculations are made can be found [on the Gov.Uk link](#).

As required, we publish these results on our website before 31st March each year. We use the results to assess:

- The level of gender equality in our workplace
- The balance of female and male employees at different levels
- How effectively talent is being maximised and rewarded

As at 31 March 2024 Veritas MAT comprised of:

- Mundella Primary School
- Pilgrims' Way Primary School
- Warden House Primary School

174 employees were eligible for inclusion in the Gender Pay Gap data:

| | No of employees | Gender balance % |
|---------------|-----------------|------------------|
| Female | 154 | 88.5% |
| Male | 20 | 11.5% |

The overall gender pay gap is defined as the difference between the mean (average) or median (actual mid-point) hourly rate of pay of female and male employees. The results of the statutory calculations for Veritas MAT for the current year end (31st March 2024), based on the 174 employees eligible for inclusion are:

1. Mean Gender Pay Gap

The difference between the mean hourly rate of pay that female and male full pay relevant employees receive is 23.1 %

2. Median Gender Pay Gap

The difference between the median hourly rate of pay that female and male full pay relevant employees receive is 27.1 %

3. The proportion of females and males in each Quartile Pay Band

Veritas MAT, similar to most primary schools, has a much higher proportion of females in all quartiles, as displayed in the following table:

| Gender | Lower Quartile | Lower Middle Quartile | Upper Middle Quartile | Upper Quartile |
|--------|----------------|-----------------------|-----------------------|----------------|
| Female | 95.5% | 86.0% | 93.2% | 79.1% |
| Male | 4.5% | 14.0% | 6.8% | 20.9% |

Supporting Statement

Veritas Multi Academy Trust is committed to the promotion of equality of opportunity and choice for employees, and provide a fair working environment that is free of any discrimination. We support the fair treatment of all employees irrespective of gender, through our transparent recruitment processes, Pay Policy and professional development, aligned to our [People Development Policy](#).

All roles are aligned to nationally agreed pay scales for teachers (under the [Burgundy Book T&Cs](#)) and locally agreed pay scales for support staff ([Blue Book T&Cs](#)). As such, our female and male staff are paid within the same pay band for the same job role.

The Gender Pay Gap is a high level, non-adjusted indicator of female and male earnings which is affected by workforce distribution and workforce make-up. The majority of staff are in the lower pay quartiles and the workforce is predominantly female therefore the gap between the 'average' female hourly rate of pay and the 'average' male hourly rate of pay is significantly affected. Therefore the overall pay gap reflects the workforce composition rather than pay inequalities. Whilst this is a concern and impacts on female employees, it is reflection of employment opportunities and sector pay (Learning Support) as opposed to any pay inequality.

For context, it is worth mentioning that though the national gender pay gap among full-time employees in April 2024 stands at 7.0%, within the education sector, however the mean pay gap was 26%, whereas Veritas' mean gender pay gap is 23.1%.

Declaration:

I confirm that the above information has been prepared from our payroll data on the snapshot date and fairly represents the Gender Pay Gap information for Veritas Multi Academy Trust.



Dr Kerry Jordan-Daus Chief
Executive Officer

31st October 2024