



Gender Pay Gap Report 31st March 2025

Our Lady of the Magnificat Multi Academy Company (the Trust), in accordance with the Equality Act 200 (Gender Pay Gap Information) Regulation 2017, is required to publish information to demonstrate how large the pay gap is between our male and female employees.

The overall gender pay gap is defined as the difference between the mean (average) or median (actual midpoint) hourly rate of pay of male and female employees. The Trust employed 699 staff with relevant pay on 31st March 2025 (569 female and 130 male). The results of these statutory calculations are:

1. Mean Pay Gap

The difference between the mean hourly rate of pay that the male and female full pay relevant employees receive is **15.07%** (19.48% 2024/23.2% 2023/22.3% 2022)

2. Median Pay Gap

The difference between the median hourly rate of pay that male and female full pay relevant employees receive is **22.23%** (27.87% 2024/32.03% 2023/33.54% 2022)



3. Mean Bonus Gap

The difference between the mean bonus rate of pay that male and female full pay relevant employees receive is **100%** (100% 2024/100% 2023/100% 2022)

4. Median Bonus Gap

The difference between the median bonus pay that male and female full pay relevant employees receive is **100%** (100% 2024/100% 2023/100% 2022)

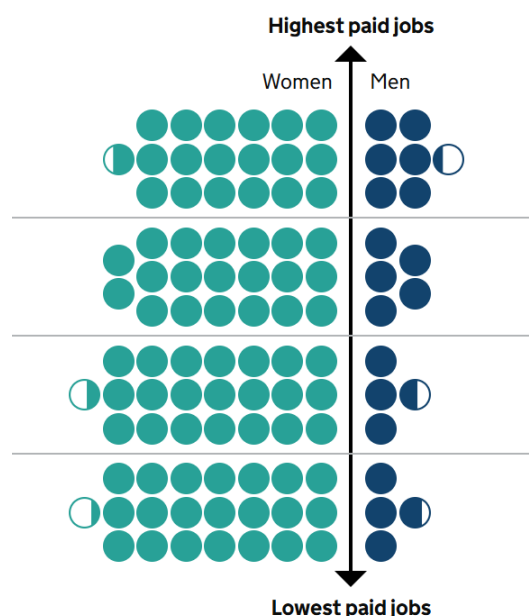
5. The proportion of males and females receiving a Bonus payment during the 12-month period ending with the snapshot date is 0.77% of male relevant employees and 0% female relevant employees received a bonus payment.

6. The proportion of males and females in each Quartile Pay band:

Gender	Upper hourly pay quarter	Upper middle hourly pay quarter	Lower middle hourly pay quarter	Lower hourly pay quarter
Male	(25% 2025) (25% 2024) (27% 2023) (32% 2022)	(20% 2025) (20% 2024) (21% 2023) (23% 2022)	(14% 2025) (10% 2024) (7% 2023) (15% 2022)	(15% 2025) (14% 2024) (13% 2023) (13% 2022)
Female	(75% 2025) (75% 2024) (73% 2023) (68% 2022)	(80% 2025) (80% 2024) (79% 2023) (77% 2022)	(86% 2025) (90% 2024) (93% 2023) (85% 2022)	(85% 2025) (86% 2024) (87% 2023) (87% 2022)

The Trust is committed to the promotion of equality of opportunity and choice for employees and supports the fair treatment of all staff irrespective of gender through transparent recruitment processes, pay policy and professional development. All 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.

81.4% of staff are female. Predominately the number of staff across all the pay quartiles are female, therefore the gap between the 'average' female hourly rate of pay and the 'average' male hourly rate of pay is significantly affected.



The Trust provides a range of family-friendly employment options, including part-time roles, term-time only arrangements and flexible working, which many of our employees, particularly women including senior leaders, choose to utilise. Consequently; the overall gender pay gap primarily reflects the composition of our workforce rather than inequalities in pay.

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 the Our Lady of the Magnificat Multi Academy Company.

Signed:

L. Armfield

Louise Armfield ACMA CGMA
Chief Financial Officer