

Gender Pay Gap Reporting for the year ending 31 March 2025

BDMAT is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. BDMAT is a public sector body for reporting purposes and has a data capture date of 31 March in each year.

This report relates to 31 March 2025. On this date the Trust had 656 relevant employees (613 - March 2024) of which 656 (613 - March 2024) were classed as full-pay relevant employees for reporting purposes.

Gender Pay Gap Reporting involves carrying out six calculations that show the difference between the average earnings of men and women in our MAT. These calculations are the:

- average gender pay gap as a mean average.
- average gender pay gap as a median average.
- average bonus gender pay gap as a mean average.
- average bonus gender pay gap as a median average.
- proportion of males receiving a bonus payment and proportion of females receiving a bonus payment.
- proportion of males and females when divided into four groups ordered from lowest to highest pay.

As at the 31 March 2025 the MAT's workforce consisted of 551 Females (84%), 105 Males (16%).

Mean Average Gender Pay Gap

The mean hourly rate is the average hourly wage across the entire organisation. The mean gender pay gap is a measure of the difference between the mean hourly wage for staff with different gender.

	31 March 2025		31 March 2024	
	Mean Hourly Rate	Number of Employees	Mean Hourly Rate	Number of Employees
Male	27.76	105	25.49	95
Female	23.23	551	22.45	518

The mean gender pay gap between males and females is 16.3% (11.9% - March 2024). It is disappointing to see that there is an increase in the pay gap and this partly reflects the increase in female, lower paid staff.

Median Average Gender Pay Gap

The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid and taking the hourly wage of the person in the middle. The median gender pay gap is the difference between the median hourly wages for staff with different gender.



	31 March 2025		31 March 2024	
	Median Hourly Rate	Number of Employees	Median Hourly Rate	Number of Employees
Male	22.65	105	20.31	95
Female	16.47	551	16.26	518

The median gender pay gap between males and females is 27.29% (19.94% - March 2023).

Mean and Median Bonus Payments

BDMAT did not pay any bonuses during the reporting period.

Quartile Gender Pay Information

The table below highlights the proportions of male and female 'full-pay relevant employees' in four quartile pay bands. This is done by dividing the workforce, so far as is possible, into four equal sections to determine the lower, lower middle, upper middle and upper quartile pay bands. If there was an equal ratio of men and women in each quartile there would be no gender pay gap.

	Male		Female		Total Employees
	Number	% in quartile	Number	% in quartile	
Lower quartile	17	10.24%	149	89.76%	166
Lower middle quartile	27	15.25%	150	84.75%	177
Upper middle quartile	32	20.00%	128	80.00%	160
Upper quartile	29	18.95%	124	81.05%	153

Narrative Comments

Birmingham Diocesan Multi Academy Trust (BDMAT) is committed within its vision and aims to the promotion of equality and opportunity for all children and staff as part of its distinctive ethos. With regards to pay equality this is enacted through transparent recruitment processes, pay policy, pay scales and professional development.

The Trust is confident that the pay gap is not due to staff within different gender being paid differently for the same or equivalent work. Instead, the pay gap is a result of the prevalence of women in lower paid roles, such as cleaners and teaching assistants, within the Trust compared the number of men in these roles.

Part Time Workforce

Part time workers are any staff that either have term time only contracts or work less than full time hours each week. Within BDMAT 369 (66.97%) of women work part time compared to just 37 (35.24%) of men. The majority of the roles which are undertaken on a part time basis, which are predominantly fulfilled by women, are within the bottom three quartiles (90.89%). The higher proportion of women working part time could be seen to reflect employees who have additional outside commitments or responsibilities and who need to work flexibly, which BDMAT's Flexible Working Policy supports.

Salary Sacrifice

Salary Sacrifice is where an employee gives up the right to receive part of their salary due under their contract of employment, in return for the employer's agreement to provide an equivalent non-cash benefit, the value of which is exempt from tax and national insurance contributions (NICs), for example childcare vouchers or cycle to work schemes. During the reporting period 15 employees were signed up to salary sacrifice, of which:

- 13 were female with an average monthly deduction of £381
- 2 were male with an average monthly deduction of £85

Women are making higher average monthly deductions and the impact of this is to reduce their gross hourly pay.

Reducing the Gender Pay Gap

BDMAT is committed to the promotion of equality and opportunity for all as part of its distinctive ethos and so commits to undertaking a more in-depth interrogation of the gender pay gap data to establish whether there are discrepancies across roles.

The current actions BDMAT is taking towards the achievement of these values and pay equality are:

- Developing employees' leadership, management and technical skills through improving access to training opportunities, including accessing the Apprenticeship Levy to ensure each employee can achieve career progression. BDMAT has 22 live apprenticeships, 14 female and 8 male.
- Providing Career Journey Planning meetings to support staff with their career aspirations.
- A commitment that all staff are paid the Living Wage. The Living Wage is an hourly rate calculated according to the basic cost of living using the "Minimum Income Standard" for the UK and is updated annually,
- Offering a variety of flexible working arrangements for all employees which can help meet family commitments,
- Using skill and value-based recruitment practices, including assessment tasks and structured interviews for recruitment and internal promotion,

Statement

I confirm that the above information has been prepared from our payroll data from the snapshot date of 31st March 2025 and fairly represents the gender pay gap information for the Birmingham Diocesan Multi Academy Trust.

Elizabeth Paterson
Chief Financial Officer