



The Marches Academy Trust, in accordance with the Equality Act 2010 (Gender pay gap information) Regulations 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 or median hourly rate of pay to male and female employees.

The results of the statutory calculations are:

**1. Mean gender pay gap**

The difference between the mean hourly rate of pay that male and female full-pay relevant employees receive is -2.83%

**2. Median gender pay gap**

The difference between the median hourly rate of pay that male and female full-pay relevant employees receive is 0.95%

**3. Mean bonus gender pay gap**

This indicator is not applicable to The Marches Academy Trust

**4. Median bonus gender pay gap**

This indicator is not applicable to The Marches Academy Trust

**5. The proportion of males and females receiving a bonus payment**

This indicator is not applicable to The Marches Academy Trust

**6. The Proportion of males and females in each quartile band**

	Male	Female
Lower quartile	35.7%	64.3%
Lower middle quartile	28.6%	71.4%
Upper middle quartile	26.8%	73.2%
Upper quartile	37.5%	62.5%

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Marches Academy Trust

## Supporting Statement

The Marches Academy Trust is committed to the promotion of equality of opportunity for all employees and provides equal access to recruitment, pay and professional development to all staff irrespective of gender. All employees are given equal treatment in respect of their terms and conditions of employment. The rate of pay for each post is evaluated and matched to an agreed pay scale and both male and female staff are paid within the same pay band for similar work.

The distribution of male and female staff across the quartile bands is representative of the gender make up of our workforce.

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 Marches Academy Trust

Sarah Longville  
CEO



marches school



Sir John Talbot's school



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Alliance of Leading Learning