

Chief Executive Officer: Chris Challis BSc (Hons) NPQH

Head Office: Central Hub, Unit A1, Tregony Business Park, Tregony, Truro, Cornwall, TR2 5TL

• tel: 01872 530583/530675 • e-mail: info@theroselandmat.co.uk • website: www.theroselandmat.co.uk

Gender Pay Gap Report 2024 : The Roseland Multi Academy Trust

Employers with 250 or more employees are legally required to publish gender pay gap data on their own website and on the government website, as required by the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. At the snapshot date, The Roseland Multi Academy Trust operated five academies, three secondary and two primary, and employed 314 staff - 96 male and 218 female (based on 403 assignments).

The Roseland Community College converted to an Academy in April 2011 (The Roseland Academy), and formed The Roseland Multi Academy Trust in partnership with Tregony Community Primary School and Gerrans School in March 2016. Treviglas Academy joined the Trust in January 2019 and Falmouth School joined the Trust in September 2020.

The Trust is committed to ensuring the fair opportunities and treatment of its workforce, irrespective of gender, and has a number of policies and procedures in place to ensure equality. Teaching and Leadership staff are paid within the Teachers' Pay Scale, which is set nationally and aligned to the School Teachers Pay and Conditions Document. Support Staff are paid on competitive pay scales or pay points which transferred into the Trust, protected under TUPE. Pay scales are reviewed annually.

Gender pay is different from equal pay. Gender pay is a broad measure capturing the difference in average earnings between men and women regardless of the nature of their work. Equal pay means that men and women doing the same, similar, or equivalent work must be paid the same. The following shows the gender pay gap at our Trust at the snapshot date of 31 March 2024. The gap is largely due to proportionately more women working in less senior and part-time support roles. We are confident that we pay men and women the same for carrying out the same roles.

This report sets out the gender pay gap for our Trust. We are committed to fairness and equal treatment of all our workforce. We recognise the value of this data, the insights it produces and the opportunity to challenge ourselves and build on good practice.

The Gender Pay Gap for the Trust has been calculated following ACAS guidelines, the results of which, based on assignments, are:

1. Percentage of men and women in each hourly pay quarter:
 - Lower Pay Quartile 23.53% male 76.47% female
 - Middle Lower Pay Quartile 22.78% male 77.22% female
 - Middle Upper Pay Quartile 32.05% male 67.95% female
 - Upper Pay Quartile 45.83% male 54.17% female
2. Mean (average) gender pay gap using hourly pay: 17%
3. Median gender pay gap using hourly pay: 27.3%
4. Percentage of men and women receiving bonus pay: 0%
5. Mean (average) gender pay gap using bonus pay: 0%
6. Median gender pay gap using bonus pay: 0%

No bonuses are paid to staff.



The workforce within the Trust is predominantly female. There is a higher proportion of females in the lower/middle quartiles, and the roles and the pay rates associated to these roles tend to lend themselves to part time, term time working, which parents enjoy. This year, whilst there is a slight increase in the gender pay gap for the lower/middle lower pay quartiles, there is a reduction in the gender pay gap for the middle upper/upper pay quartiles. We recognise that there is still more to be done to reduce our pay gap and support greater equality at work.

The gender pay gap does not indicate a pay equity issue or an imbalance in pay structures and policies. What the gap does reflect is the current distribution of male and females across the quartiles and the fact that there is an uneven distribution.

We pride ourselves on supporting flexible working where possible and have staff wellbeing at the forefront of our Trust. The Trust recognises the many challenges to eliminate our gender pay gap. We will continue to work to improve and close the gap. We will encourage CPD designed to advance the skills of both male and females, ensure our policies and procedures are family-friendly and consider all applications for flexible working and home working.

