



Gender Pay Gap Report

1st April 2021 – 31st March 2022

Introduction

Under the Equality Act 2010 (Gender Pay Gap Information) Regulation 2017, as an employer with over 250 employees, Cascade Multi Academy Trust is required to report annually on gender pay gaps within the organisation.

Our gender pay gap report shows the difference in the average earnings between men and women. It is the difference between the hourly rates of pay on a mean (average) and median (middle) basis. Gender pay is not the same as equal pay reporting. We are an equal pay employer and ensure our pay is fair at every level.

Our Data

Our data is a snapshot on 31st March 2022. The Trust relevant employees were 352 (90%) female employees and 41 (10%) male employees.

Mean gender pay gap – 1.28%	
Female	£18.42
Male	£18.66
Difference in mean hourly pay	0.24

Median gender pay gap – 25.05%	
Female	£11.70
Male	£15.61
Difference in mean hourly pay	3.91

Mean and Median bonus gender pay gap
No bonus payments were paid

	QUARTILE 1 (LOWER)	QUARTILE 2 (LOWER MIDDLE)	QUARTILE 3 (UPPER MIDDLE)	QUARTILE 4 (UPPER)
Male (% males to all employees in each quartile)	6.02%	9.64%	15.66%	9.64%
Female (% females to all employees in each quartile)	93.98%	90.36%	84.34%	90.36%

Summary

Cascade Multi Academy Trust will continue to be an equal opportunities employer in terms of recruitment and progression. We do not have any variation in pay between female and male employees undertaking the same role. We will continue to monitor our pay, policies and practices to ensure they are fair and will offer flexible working for both men and women. We will continue to monitor our gender pay gap and trends.