



## Gender Pay Gap Report 2025

### Context:

Trust People Data	Female	Male	Total
Headcount	387	73	460
N° of SLT across the Trust	27 - 7%	6 – 8%	33
N° of other staff across the Trust	360 – 93%	67 - 92%	427

### Snapshot date: 31 March 2025

- The mean gender pay gap for DSAMAT is **3.90%** in favour of men.
- The median gender pay gap for DSAMAT is **29.40%** in favour of men.
- The mean gender bonus gap for DSAMAT is **N/A**
- The median gender bonus gap for DSAMAT is **N/A**

The proportion of female employees receiving a bonus is **1.93%**. There were 9 female recipients of attendance and performance bonus payments in the 12-month period to 31 March 2025 (legacy recruitment and retention from pre-Academy period).

### Pay quartiles/data by gender:

Band	Males	Females	Description
A	14.02%	85.98%	Includes all employees whose hourly pay places them on the lower quartile
B	10.83%	89.17%	Includes all employees whose hourly pay places them above the lower quartile but at or below the median
C	19.57%	80.43%	Includes all employees whose hourly pay places them at or above the median but below the upper quartile
D	19.13%	80.87%	Includes all employees whose hourly rate places them in the upper quartile
Overall	15.89%	84.11%	Breakdown by gender of all full pay relevant employees

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



**Comparable Rates at Diocese of St Albans Multi-Academy Trust:**

<b>Hourly Pay</b>	<b>Mean (Average) hourly rate</b>	<b>Median (mid-point) hourly rate</b>
Males	£21.65	£20.32
Females	£20.81	£14.35

**Supporting narrative:**

The Diocese of St Albans Multi-Academy Trust is an equal opportunities employer. The Trust will always endeavour to recruit the best person for the job regardless of their gender. Year on year the gender pay gap is widening - this is due to the small % male employees employed (15.8%) that has swung the numbers. We are confident that male and female employees are paid equally for doing work of equivalent value across the Trust. All employees carrying out the same role are paid on a salary point within the same range regardless of their gender.

**Supporting statement:**

I can confirm that the information published in our Gender Pay Gap report is accurate and has been through a process of internal scrutiny before being published.

Signature: *C Jones*

Date: 14/01/2026

Role: **Chief Financial Officer**