



# Abbey Multi Academy Trust **Policies & Procedures**

## Gender Pay Gap Report 2025

<b>Approved on</b>	18 March 2026
<b>Approved by</b>	Abbey MAT Board of Trustees
<b>Next review due</b>	31 March 2027

# Abbey Multi Academy Trust - Gender Pay Gap Report 2025

As an employer with over 250 employees, Abbey Multi Academy Trust is required to report gender pay gap data. The Trust is a public sector body and has a data capture date for reporting of 31 March each year. This report refers to the capture date of 31 March 2025.

We are required to report and publish the following gender pay gap figures:

- Percentage of men and women in each hourly pay quarter
- Mean (average) gender pay gap for hourly pay
- Median gender pay gap for hourly pay
- Percentage of men and women receiving bonus pay
- Mean (average) gender pay gap for bonus pay
- Median gender pay gap for bonus pay

No bonus payments have been made over the period from 1 April 2024 to 31 March 2025.

This report sets out the gender pay gap for Abbey Multi Academy Trust and explains the key causes for the current gap and for the future plans and commitment of the Trust to reduce the gap going forwards.

Gender pay is not the same as equal pay. Gender pay is a broad measure identifying differences in average and actual midpoint earnings between men and women regardless of the nature of their work. Equal pay looks at whether men and women receive equal pay for equal work. It is a legal requirement that this is the case and that we operate non-discriminatory practices. Abbey Multi Academy Trust is committed to promoting and adopting inclusive working practices.

For the purposes of gender pay gap reporting, on the 31 March 2025, the Trust employed 590 people, 439 of which were female and 151 male. Only full pay relevant employees are included in the data below and several members of staff have multiple roles. It is usually the case that that second roles are lower paid roles, for example midday supervisors, and that these are, in almost all cases held by female colleagues.

## Gender Pay Gap results

### 1. Mean gender pay gap

Male	154	£30.95
Female	449	£25.28

On average, men earn 18.48% more per hour than women across the Trust. For every £1 a man earns at Abbey Multi Academy Trust, a woman earns 81.52p.

This usually indicates:

- Men may be more represented in higher-paid roles or senior positions
- Women may be more concentrated in lower-paid roles or support roles

## 2. Median gender pay gap

Male	£30.07
Female	£18.26

The middle-earning man earns 39% more than the middle-earning woman. For every £1 a man earns, women earn 61p.

This large median gap often happens when:

- A small number of higher-paid male roles lift the male median significantly
- Women are heavily grouped in lower-pay bands

This highlights a structural imbalance in pay distribution, not unequal pay for equal work.

## 3. Quartile pay band gender information

<b>1<sup>st</sup> quartile (upper 75-100% full-pay relevant employees)</b>	<b>Total staff 150</b>
Male	50 (34%)
Female	99 (66%)
<b>2<sup>nd</sup> quartile (upper middle 50-75% full-pay relevant employees)</b>	<b>Total staff 150</b>
Male	42 (28%)
Female	108 (72%)
<b>3<sup>rd</sup> quartile: (lower middle 25-50% full-pay relevant employees)</b>	<b>Total staff 150</b>
Male	38 (25%)
Female	112 (75%)
<b>4<sup>th</sup> quartile: (lower 0-25% full-pay relevant employees)</b>	<b>Total staff 149</b>
Male	20 (13%)
Female	130 (87%)

## What is creating the gender pay gap?

Abbey Multi Academy Trust is a public sector education organisation with, at the capture date of 31 March 2025:

- 3 secondary academies
- 5 primary academies

The staff breakdown by gender for each staff group is:

	Female	Male	Total
Teachers	188 (68%)	89 (32%)	277 (47%)
Support staff	248 (79%)	64 (20%)	312 (53%)
Total	436 (74%)	153 (26%)	589

Abbey Multi Academy Trust consists of a workforce made up of 74% women and 26% men.

Men are under-represented overall (only 26% of staff) so 35% men in the upper quartile shows men are relatively more represented in the top pay quartile than in the workforce overall.

Women are:

- Over-represented in the lowest pay quartile
- Less concentrated in the highest quartile than their overall workforce share would predict
- More concentrated in lower and middle paid roles overall

This is more than likely due to the fact that different genders tend to be concentrated in different types of jobs or pay levels within the Trust.

- Lower quartile - 86% female which strongly suggest women are concentrated in the lowest paid roles
- Upper quartile - 35% male versus only 26% male overall which shows men make up a larger share of the highest paid roles rather than the overall workforce share
- Overall workforce - 74% female, 26% male. Women are the majority but disproportionately present in the lower paid segments.

This shows a structural distribution of staff that creates a gender pay gap even when men and women are paid equally for doing the same job. The following is additional useful analysis when understanding the structural pay gap:

- Support staff represent 53% of all employees. It is common in both the public sector and the education sector, for a higher proportion of the workforce to be female.
- Support roles (TAs, pastoral, admin, catering, cleaning etc.) are:
  - Lower paid
  - Overwhelmingly female-dominated (79%)
- Teachers are higher paid
- Male representation increases as pay levels increase. Men - 32% of teachers, only 26% of total workforce - are comparatively over-represented in a higher paid staff group
- Women make up 79% of the workforce but are significantly over-represented in a lower paid staff group

## Summary

The gender pay gap at Abbey Multi Academy Trust is primarily driven by differences between occupational groups. Women make up 74% of the workforce and are significantly over-represented in lower paid support roles (79% female), which make up more than half of all Trust employees. Men, although only 26% of the workforce, are relatively more represented in higher paid teaching roles (32% male) and within the upper pay quartiles. The distribution of roles, rather than unequal pay for equal work, is the primary cause of the Trust's mean and median pay gap.

## How we intend to close the pay gap going forwards

Targeted action to focus on reducing the gender pay gap includes:

- Continuing review of our approach to recruitment to ensure language, advertising and processes are appropriate for both genders
- Detailed monitoring of recruitment, retention, promotion and attrition rates to understand impact on the gender split of our employment practices
- Delivery of a comprehensive talent strategy including monitoring arrangements around gender (and other protected characteristics) and focused activities around lower paid groups such as career pathways for teaching assistants
- Equality impact analysis of policies and procedures
- Development of an action plan to address the gender pay gap (mandatory by 2027, voluntary from April 2026)