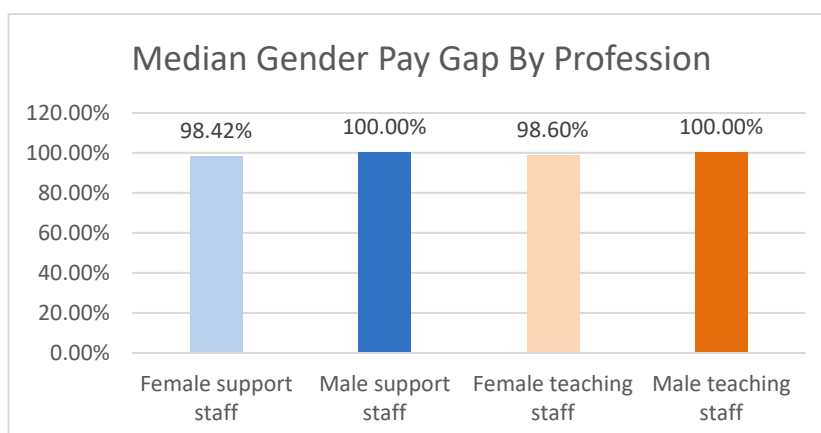


2025 GENDER PAY GAP: INTRODUCTION

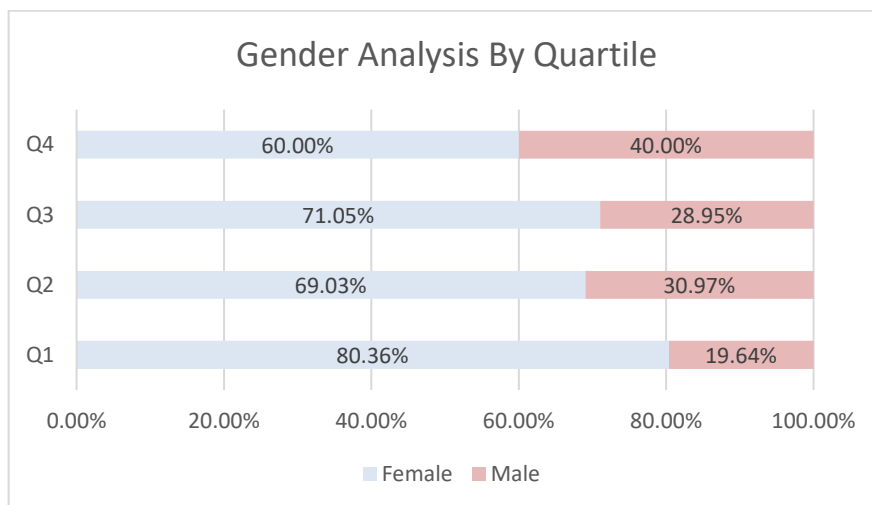
1. The Ted Wragg Multi-Academy Trust operates as an equal opportunities employer and does not discriminate in any way (as defined by the Equalities Act 2010 and other relevant legislation), regarding recruitment, performance management and employee development opportunities.
2. The Trust does not have any variation in pay between members of staff performing the same roles. However, the greater proportion of men in teaching roles, compared to support staff roles, creates what appears to be a gender gap when looking at the whole workforce.
3. Overall the median gender pay gap for the Trust is 17.55% (2024: 17.31%). The national average is 13.1% from the most recently published data for 2024. The main reason for the pay gap is the relatively higher proportion of women in support roles.
4. You will see below that within the two different categories of staff employed within our Trust, the gender pay gap compares hugely favourably to the 2024 national average of 13.1%, with the gap being 1.58% for teaching staff and 1.40% for support staff.

Support staff		
Row Labels	Median Hourly Rate £	As %
Female support staff	13.47	98.42%
Male support staff	13.69	100.00%
Median pay gap	0.22	1.58%

Teaching staff		
Row Labels	Median Hourly Rate £	As %
Female teaching staff	36.78	98.60%
Male teaching staff	37.30	100.00%
Median pay gap	0.52	1.40%



5. The Trust has also reviewed the gender split of staff across roles within our organisation. The following chart shows the gender split when we order hourly rates of pay from highest to lowest and group into four equal quartiles. The results are interesting and reflect, as expected, the high percentage of female staff employed within the Trust, including within leadership roles. Q4 is the highest paid and Q1 is the lowest paid quartile.



6. As at the 31st of March 2025 70% of Trust staff are female. Pay is set in accordance with national statutory pay arrangements for teachers, and support staff are graded in accordance with the local authority grading scheme. Pleasingly, differentials in pay, within quartiles are minimal (as tabulated below).

HEADLINE GENDER PAY GAP FIGURES

7. The gender pay gap is defined as the difference between the mean and median hourly rate of pay the male and female colleagues receive. The mean pay gap is the difference between average hourly earnings of men and women. The median pay gap is the difference between the mid points in the ranges of hourly earnings of men and women. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle-most salary. The figures below are based on hourly rates of pay as at 31 March 2025.
8. The Ted Wragg Multi-Academy Trust does not pay bonuses to any staff; therefore, the further three statutory calculations of the mean bonus gender pay gap, the median bonus gender pay gap and the proportion of males and females receiving a bonus payment are not applicable.

STATUTORY DISCLOSURES

9. The overall gender pay gap on 31 March 2025 was 17.55% (2024: 17.31%) on a median basis. The main reason for the pay gap is the relatively higher proportion of women in support roles.

Difference in mean and median hourly rate of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference male to female	13.86%	17.55%

Difference in mean and median bonus pay

	Difference in the mean bonus pay	Difference in the median bonus pay
Pay gap. % difference male to female	Not applicable	Not applicable

Proportion of male and female employees who were paid bonus pay

Not applicable.

Proportion of male and female employees according to quartile pay bands

	Quartile 1 Lower	Quartile 2 Lower middle	Quartile 3 Upper middle	Quartile 4 Upper
Male (% males to all employees in each quartile)	19.64%	30.97%	28.95%	40.00%
Female (% females to all employees in each quartile)	80.36%	69.03%	71.05%	60.00%

HOW WE SUPPORT GENDER EQUALITY IN THE TRUST

10. The Trust continues to challenge the historical imbalance in the education sector, where a disproportionate number of lower paid support staff roles are occupied by female colleagues. We recognise that this may be a consequence of eg. having and caring for children which can change what is wanted from a job. The Trust is pleased that data demonstrates that there is equality of opportunity in progression for both genders in this organisation.

11. Whilst understanding that these issues face all companies and the education sector in particular, the Trust recognises its responsibilities and will continue to:

- ensure that all senior and middle leaders undertake recruitment training and diversity training, including recognising the benefits of diversity within our workforce and challenging unconscious gender bias.
- continue to cultivate our family friendly culture, underpinned by our range of supporting guidance, advice and policies including Shared Parental Leave and flexible working.
- maintain our commitment to professional development to enable all employees to realise their full potential.

12. Through the DEI lens of our Ted Wragg Charter, we aim to ensure equity and more specifically, fair treatment, access to opportunity and advancement for all. We are establishing KPIs regarding representation, performance and experience to measure our success and provide accountability. These numerical KPIs will be established with Trustees this year.

SUPPORTING STATEMENT

I can confirm that the information published here is accurate.

Signature: 

Date: 19.11.2025

Status/position: Moira Marder, Accounting Officer and CEO

Background papers

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2024>