



THE CONSORTIUM
ACADEMY TRUST

Shaping Positive Futures



The Consortium Academy Trust

Gender Pay Gap Report March 2025

Approved by: Trust Board

Last reviewed: February 2026

Next review due: February 2027

Gender Pay Gap - Reporting Statement March 2025

Introduction

The Consortium Academy Trust (the Trust) ensures equal pay for equal roles, aligning all positions to agreed pay scales. Committed to fairness, it supports equal opportunities for all staff regardless of gender. Annually, the Trust publishes gender pay gap data based on earnings as of March 31, as required by the government. See appendix 1 for data submission.

The gender pay gap is reported using the following data:

- **Mean** Average hourly pay
- **Median** The mid-point of the hourly rate of all salaries when organised from lowest to highest
- **Bonuses** The number of staff receiving bonuses by gender and the gender gap for bonus payments (mean/median)
- **Quartiles** The distribution of gender in each pay quartile (i.e.: organising the hourly rate from lowest to highest, splitting them into four equal groups and showing how many men and women are in each group)

To calculate the Trust's gender pay gap, data is taken from all staff classified as 'Relevant Full Pay Employees' under the Government's [Gender Pay Gap Reporting: Guidance for Employers](#). This includes all school and shared services staff, regardless of contractual terms, but excludes those on leave who were not receiving their full basic pay. Exemptions apply to staff on unpaid annual leave, maternity, paternity, adoption, parental or shared parental leave, reduced pay or unpaid sick leave, unpaid special leave, or other forms of leave such as study leave or sabbaticals.

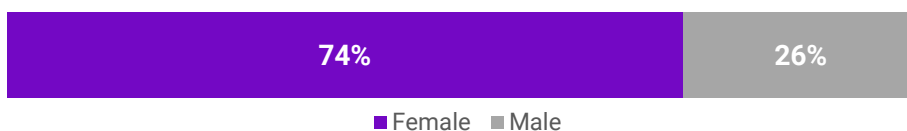
For the purpose of this report, staff are split into Academic and Support. Academic staff include teachers and school leadership roles.

Organisational Context

The Trust is confident that men and women are paid equally for doing equivalent jobs across the Trust and that any gender pay gap is due to the roles in which men and women work and the salaries these attract. The data reflects the gender pay gap when our academic and support staff are combined.

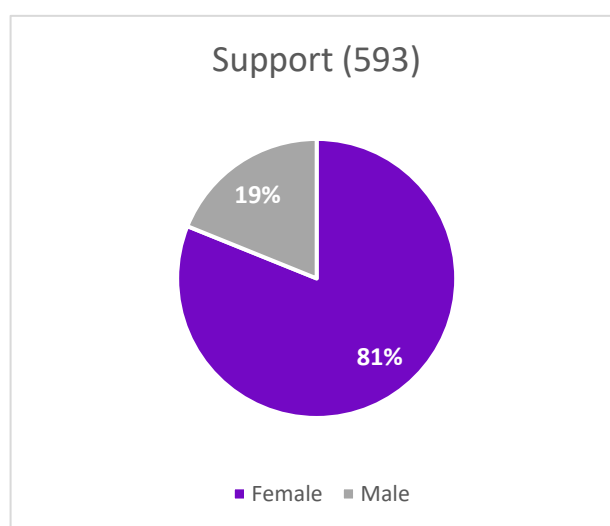
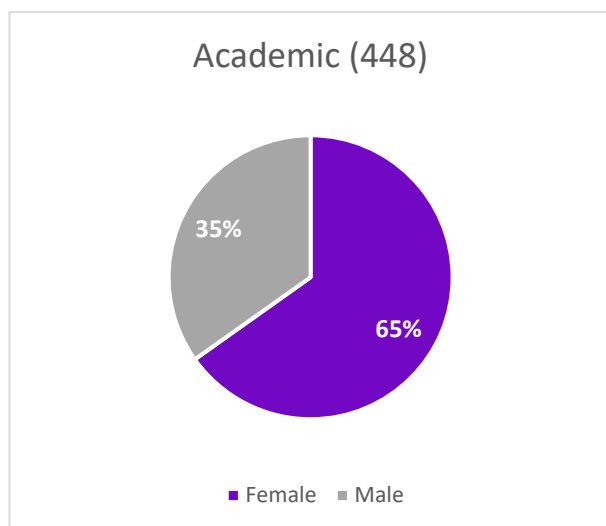
On the snapshot date of 31 March 2025, the Trust had 1071 employees.

When assessing the gender pay information a key point to remember is the Trust workforce is split 74% female to 26% male. Gender pay gap information is calculated based on 'full-pay relevant' staff and 1041 staff met the criteria:



Academic staff tend to have a full-time equivalent of 32.5 hours per week, whereas support staff tend to have a full-time equivalent of 37 hours per week. Academic staff have higher salaries generally than support staff and, as the Trust employs more support staff than academic staff, this is reflected in the Trust's overall gender pay gap.

Full Pay Relevant Employees by Staff Group



Key Findings 2025

Gender Pay Gap Academic

Mean gender pay gap - Academic

8%

Median gender pay gap - Academic

0%

Academic	Number of Staff	Mean Hourly Rate	Median Hourly Rate
Male	156	£40.94	£38.73
Female	292	£37.46	£38.73
Monetary gap difference		£3.48	£0
Gender Pay Gap %		8%	0%

Overall, the mean gender pay gap for academic staff at the Trust is 8%. This is an increase of 1% from the previous year. It is important to note that the gender breakdown of the academic leadership tier is 54% female to 46% male. In achieving this balance, it is recognised that there are a lower proportion of males overall within the organisation naturally impacting on the mean gender pay gap for academic staff. The median gender pay gap for academic staff therefore presents a useful insight at 0%

Gender Pay Gap Support Staff

Mean gender pay gap – Support

3%

Median gender pay gap - Support

0%

Support Staff	Number of Employees	Mean Hourly Rate	Median Hourly Rate
Male	112	£14.47	£12.85
Female	481	£13.83	£12.85
Monetary gap difference		£0.65	£0
Mean gender pay Gap %		3%	0%

The median hourly rate for support staff is the same for female and male. However, when comparing the mean hourly pay rates, the average hourly pay rate for female staff is £0.32 per hour lower than their male equivalent, a difference of 3%.

Gender Pay Gap Overall

Mean gender pay gap - overall

24% (+1%)

Median gender pay gap - overall

48% (no change)

The Trust has maintained the pay gap within 1% / no change in respect of both mean and median pay gaps.

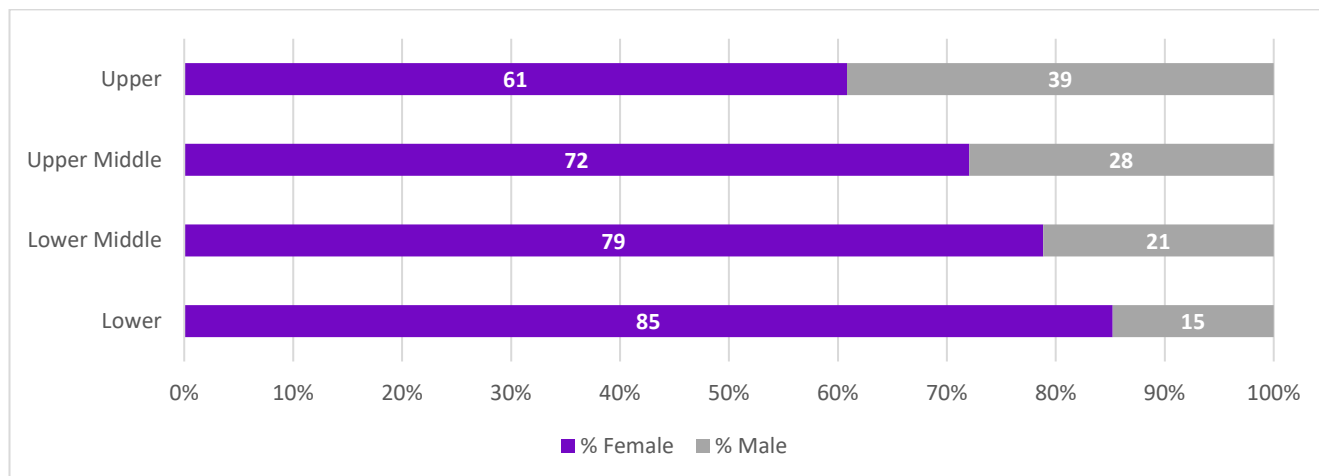
Bonuses

For this reporting period, zero colleagues received bonus pay.

Quartile Information 2025

The quartile information shows the distribution of gender in each pay quartile by organising the hourly rate from lowest to highest, splitting them into four equal groups and showing how many men and women are in each group.

The percentage of men and women in each pay quartile is shown in the table below:



	Lower	Lower Middle	Upper Middle	Upper
Number of male staff	39	55	71	103
% males to all staff in each quartile	15%	21%	28%	39%
Number of Female staff	225	205	183	160
% females to all staff in each quartile	85%	79%	72%	61%

The Trust employs more females than males in all quartiles. The highest percentage of males sit within the upper pay quartile and the highest percentage of females sit within the lower quartile. Based on the Trust gender split (74% / 26%) women are underrepresented in the upper quartiles and overrepresented in the lower pay quartiles.

Summary Analysis

A key factor in the gender pay gap is the significant difference in pay between academic and support staff. As can be seen from the data above, the gap in mean and median pay between men and women reflects the composition of the workforce as opposed to any pay inequalities; many of our lower paid roles predominantly attract more female than male applicants.

The Trust ensures that women have fair access to pay progression and promotion. Leadership roles across the Trust are well distributed and staff earn equal pay for equal roles. At the snapshot date of 31st March 2025, 111 staff occupied leadership roles with 46% occupied by men and 54% by women.

54% of the Trust's one hundred highest earners are female. The roles that are captured in the highest quartile are Headteacher, Deputy Headteacher, Assistant Headteacher, Director and Head of Service.

85% of the one hundred lowest earners are female. The roles that are captured in the lowest quartile are support staff roles such as Cleaner, Catering Assistant, Administrator and Teaching Assistant. The majority of post holders in those roles are female.

The Trust directly employs support staff occupying lower paid roles, for example cleaning, and this impacts the overall gender pay gap, whereas some Trusts outsource these services and roles and therefore are not included in the gender pay gap report. This makes benchmarking against other trusts challenging.

Continued Commitment

The Trust aims to attract and retain a diverse workforce that reflects the community it serves. To support this, the Trust's approach to pay is gender neutral by design. The Trust is fully committed to fairness, equality and inclusion.

Since our last Gender Pay Gap report we have:

- Reviewed and communicated a structured and standardised scoring system in recruitment
- Continued to support flexible working for all and challenge gender stereotyping and the mindset regarding flex in Education
- Commenced work on our Flexible Working Commitment supported by DFE partners (Please see promotional material)
- Ensured the suite of family friendly policies are accessible to all
- Implemented the pay structure for all support colleagues
- Promoted the use of the apprentice levy to support the engagement in CPDL and training for all colleagues part time and full time.
- Promoted pathways available within the Trust (Please see promotional material)
- Commenced work alongside the Education team on leadership programme

Next Steps

As part of our commitment we will:

- Analyse equalities data following a data population in February 2026
- Finalise the Trust Flexible working commitment and embed this approach
- Ensure flexible approaches to work are considered at all levels of the organisation.
- Monitor the effectiveness of the commitment with analysis at school level
- Finalise and launch alongside the Education team the leadership programme
- Review and communicate expectations for Recruitment to ensure greater levels of standardisation

- Conduct a full review of TLR / Additional payments to ensure that proportional payment is based on the amount of work completed rather than the hours worked by the colleague

Amanda Bridgeman

Head of People Services

March 2026

Appendix 1: Gender pay gap report to be uploaded to Government gateway

Snapshot date: 31st March 2025

Gender	Total Number of Full Pay Relevant employees	Total number of Relevant Employees
Male	268	279
Female	773	792
Total	1041	1071

Difference in mean and median hourly rates of pay

	Difference in Mean Hourly Pay	Difference in Median Hourly Pay
Pay gap % difference male to female	24%	48%

Proportion of male and female employees who were paid bonus pay

This table shows the total number of male and female employees receiving bonuses, alongside the percentage as a total of either female or male employees.

Gender	Total number of employees paid a bonus	Proportion of employees receiving a bonus
Male	0	0%
Female	0	0%

Proportion of male and female colleagues according to quartile pay bands

The table below shows the number of male and female colleagues in each quartile pay bands, alongside the percentage of male and female colleagues comprising each quartile.

	Upper Quartile	Upper Middle	Lower Middle	Lower
Male total	103	71	55	46
Male (% males to all employees in each quartile)	39%	28%	21%	16%
Female total	160	183	205	235
Female (% females to all employees in each quartile)	61%	72%	79%	84%