



c/o Halifax Primary School, Prince of Wales Drive, Ipswich IP2 8PY

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Orwell Multi Academy Trust - Gender Pay Gap Report 2025

Introduction

Gender Pay Reporting under the new Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requires all employers in the UK with 250 employees or more to report on their gap in gender pay, based on statutory calculations. Orwell Multi Academy Trust welcome this additional opportunity to report on its workforce and proactively share their statistics.

The Gender Pay Gap reporting provides a snapshot of the gender balance within an organisation. It measures the difference between the earnings of all male and female employees, irrespective of their role or seniority.

Orwell Multi Academy Trust (the Trust) employs significantly more females than males, as table D below shows, which is representative within the Education teaching and support staff sector, particularly within the Primary sector. The Trust's Gender Pay gaps results should therefore be considered with this in mind, as the predominance of females to males has an influence on the overall gender pay gaps.

Gender Pay Reporting

The Government provides clear guidelines on calculating gender pay gaps, ensuring greater consistency in reporting and enabling organisations to benchmark their results against similar entities.

The overall gender pay gap is defined as the difference between the mean (average) or median (midpoint) hourly pay rates of male and female employees.

Based on the statutory calculations, the Trust's gender pay gap data as of 31st March 2025 is as follows:

Mean Gender Pay Gap	27.47%
Median Gender Pay Gap	45.08%

Table A

No bonuses were paid to staff for the reporting period.

The mean and median gender pay gap indicate that, on average, male employees are paid more than female employees. This disparity is primarily attributed to the significantly lower number of males employed within the Trust compared to females, with a higher proportion of those males occupying senior positions.

	Males per quartile	Females per quartile	Males as proportion of total males	Females as proportion of total females
Lower	4.55%	95.45%	13.64%	26.25%
Lower Middle	6.15%	93.85%	18.18%	25.42%
Upper Middle	4.62%	95.38%	13.64%	25.83%
Upper	18.18%	81.82%	54.55%	22.50%

Table B

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The figures in table B highlight the significantly higher number of female staff to male staff across all quartiles within our Trust. The table shows that the Trust has a higher proportion of women than men in the lower quartiles, with a slightly smaller proportion in the upper quartiles.

% By Staff Type	Support	Teaching
Mean Gender Pay Gap	0.08%	5.03%
Median Gender Pay Gap	1.62%	2.28%

Table C

If we delve more deeply into the mean and median figures split by job type:

	2025 Mean Rate of Pay		2025 Numbers in roles	
	Male	Female	Male	Female
Leadership	£40.90	£40.08	6	14
Teaching	£26.04	£24.73	8	77
Office	£0.00	£15.37	0	21
Educational Support	£12.56	£12.79	6	108
Premises	£14.88	£14.12	2	1
MDSAs	£0.00	£12.53	0	19

Table D

When the Trust's workforce is analysed separately for support staff and teaching staff, the average pay gap figures decrease. This indicates that the pay gap for employees in similar roles is minimal, demonstrating consistency and fairness in the application of equal pay principles.

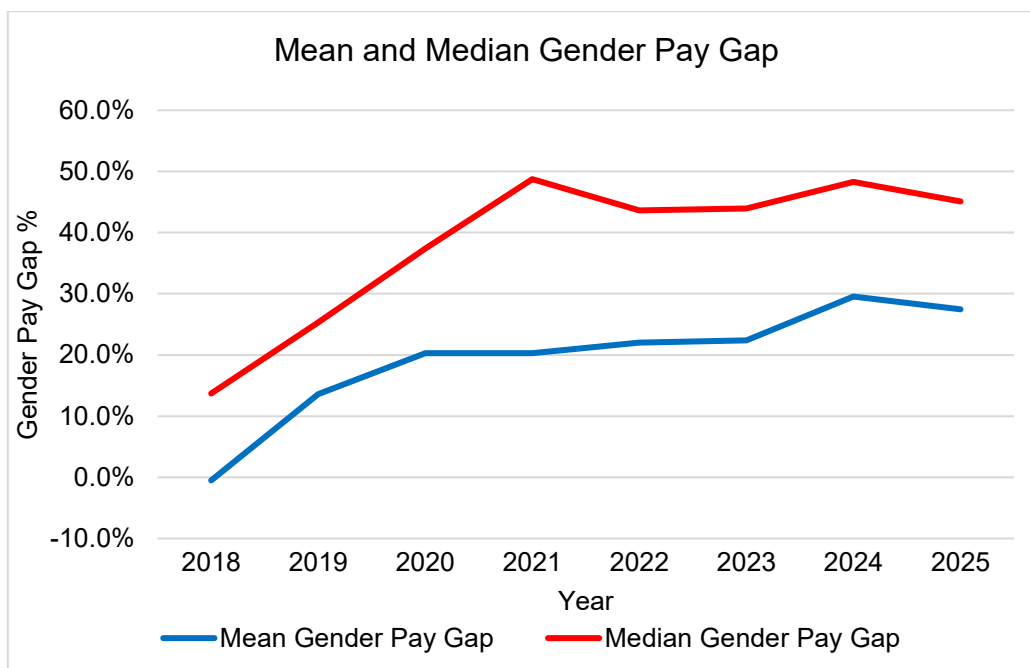
However, when considering the overall staffing profile, the pay gap is influenced by the broad range of salaries between support and teaching roles, as well as the high proportion of female employees within the Trust.

The data also reveals that, on average, female support staff earn slightly more than their male counterparts. This is largely due to the higher number of female support staff and the variety of roles they occupy. For instance:

- Positions in the shared services finance team, senior leadership within support roles, and school office management are predominantly held by women.
- In contrast, male support staff are more commonly employed in premises and facilities roles, which typically fall within different pay ranges.

Additionally, the Trust has recruited more males into teaching leadership positions over the past 12 months. This has contributed to an increase in average salaries within the teaching staff category and reflects the evolving composition of the Trust's workforce.

Gender Pay Gap over time



Graph 1 – Please note that the payroll provider was changed in July 2019. Prior to July 2019, term time only employees' hourly rates of pay, as per the guidance, was incorrectly calculated.

The Trust's mean and median gender pay gap figures have both increased compared to the previous year. This increase is partially attributed to the distribution of male and female employees across various roles within the Trust, as well as the recent recruitment of additional male staff to the Executive Leadership Team.

Under UK legislation, men and women are entitled to equal pay for:

- Performing the same or broadly similar work
- Work rated as equivalent under a job evaluation scheme
- Work of equal value

The Trust is fully committed to the principles of equal opportunities and the equitable treatment of all employees.

Based on the data provided (see Table D), the Trust is confident that its gender pay gap does not result from unequal pay for men and women performing the same or equivalent work. Instead, the gap reflects the nature of roles in which men and women are employed within the Trust and the salaries associated with these roles.

It is also important to recognise the structural factors within the education sector that influence the calculation of the gender pay gap:

- Teachers' Terms and Conditions:
 - Teachers are paid in equal monthly instalments (1/12ths), even though they work more than one-twelfth of their annual hours during March, which can impact the calculation of their hourly pay rate.
- Term-Time Only Staff:

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- Support staff employed on term-time-only contracts have their pay calculated based on annualised hours, which similarly affects their hourly rate.
- Weekly Hours:
 - Teachers' average hourly rate is based on a 32.5-hour work week, whereas support staff counterparts are calculated on a 37-hour work week, further influencing pay comparisons.

The Trust recognises these complexities and remains dedicated to addressing the factors contributing to its gender pay gap, ensuring that all employees are treated equitably.

What is the Trust doing to address the Gender Pay Gap?

The Trust is firmly committed to promoting equality of opportunity across recruitment, professional development, career progression, and reward for all employees. We actively value diversity and strive to foster an inclusive workplace culture.

To ensure fairness and transparency, the Trust:

- Utilises nationally agreed pay scales for all teaching staff, aligned with the School Teachers' Pay and Conditions Document, which is reviewed annually. Teachers on the main pay spine can progress their salaries by taking on additional responsibilities, such as teaching and learning or special educational needs (SEN) roles, where appropriate.
- Applies the nationally agreed pay scale for support staff salaries, with staff progressing incrementally within their pay grade until they reach the top of their contractual range.

An analysis of the Trust's gender pay gap highlights a disparity between the mean pay of male and female staff, reflective of broader societal and sector challenges. However, the Trust is committed to reducing this gap where possible and will:

- Ensure Transparent and Evidence-Based Decisions:
 - Recruitment, development, and pay progression decisions will continue to be based on clearly defined, objective criteria to ensure consistency and fairness.
- Promote Family-Friendly and Flexible Working:
 - Flexible working arrangements and family-friendly policies will continue to be actively promoted to both men and women, supporting career progression for staff with caregiving responsibilities.
- Embed Equality, Diversity, and Inclusion (EDI) into our Practices:
 - The Trust will continue to review, implement, and strengthen its Equality, Diversity, and Inclusion Policy to create a supportive and equitable working environment.
- Monitor and Report Gender Pay Gap Data:
 - Gender pay gap statistics will continue to be reviewed and published annually to maintain transparency and accountability.

Additional actions to address the gender pay gap

To further reduce the gender pay gap, the Trust will explore the following initiatives:

- Enhanced Recruitment Practices:
 - Actively encourage diverse applications for roles, ensuring recruitment processes are inclusive and free from unconscious bias.
- Parental Leave Support:

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- Strengthen policies and support for parental leave, ensuring a smooth transition back to work and career development opportunities for returning parents.
- Awareness and Training:
 - Provide training for leadership on gender equality, unconscious bias, and inclusive decision-making.
 - Close tracking of equality and diversity within CEO/CFO reports to the Trust board.
- Career Pathway Initiatives:
 - Develop clear, structured career pathways for all staff, encouraging opportunities for progression and addressing any barriers to advancement.

By taking these proactive measures, the Trust aims to foster an environment where all staff can thrive, regardless of gender, and ensure that pay practices reflect the principles of equity and fairness.

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