



**Endeavour**

Multi-Academy Trust

Stronger Together • Excellence • Inclusion • Equity

# Gender Pay Gap Report

March 2025



## Background and Overview

In the UK, public, private and voluntary sector organisations with more than 250 employees are required to report on their gender pay gaps annually. The report shows the difference between the average earnings of men and women, expressed relative to men's earnings. If an organisation reports a gender pay gap, it does not mean women are paid less than men for doing the same job, but it does show that, on average, men occupy higher-paying roles than women.

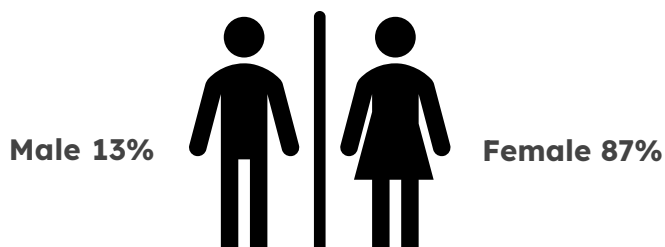
Employers must report six different measures, based on a snapshot of pay data on a specific date:

- Mean Gender Pay Gap – The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
- Median Gender Pay Gap – The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
- Mean Bonus Gap – The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.
- Median Bonus Gap – The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.
- Bonus proportions – The proportions of male and female employees who were paid bonus pay during the relevant period.
- Quartile pay bands – The proportions of male and female full-pay relevant employees in the lower, lower-middle, upper-middle and upper quartile pay bands.

# Our Gender Pay Gaps

## OUR WORKFORCE AND PAY QUARTILES

Our gender pay gap data was collected on the snapshot date of 31<sup>st</sup> March 2025. At the time there were 379 (2024: 291) full-pay relevant employees: 330 (2024: 253) female (87%) and 49 (2023: 38) male (13%).



QUARTILES	NUMBERS						PERCENTAGES					
	MALE			FEMALE			MALE			FEMALE		
	2025	2024	2023	2025	2024	2023	2025	2024	2023	2025	2024	2023
Lower quartile	8	8	5	87	65	56	8.4%	11.4%	8.2%	91.6%	88.6%	91.8%
Lower-middle quartile	7	6	6	88	66	54	7.5%	8.4%	9.8%	92.5%	91.6%	90.2%
Upper-middle quartile	13	8	7	82	64	54	13.6%	10.6%	10.9%	86.4%	89.4%	89.1%
Upper quartile	21	16	10	73	56	50	22.3%	22.2%	17.5%	77.7%	77.8%	82.5%

Each pay quartile represents a quarter of our total workforce ranked by pay.

## OUR MEAN GENDER PAY GAP

To calculate the mean gender pay gap, the hourly rates of pay that are received by female employees are added together and divided by the number of females in the workforce. This calculation is repeated for male employees. The difference represents the mean gender pay gap.

	<b>MALE</b>	<b>FEMALE</b>	<b>PAY GAP</b>
Mean hourly pay - 2025	£23.30	£18.61	20.1%
Mean hourly pay - 2024	£21.25	£17.94	15.6%
Mean hourly pay - 2023	£20.52	£16.92	17.6%
Mean hourly pay - 2022	£18.79	£15.38	18.1%

The average pay for female employees was 20.1% less per hour than the average pay for male employees (2024: 15.6%). The mean gender pay gap has therefore increased by 4.5% over the course of the last year.

This mean gap means that for every £1 a male employee received, a female employee received 80p.

### **Male Mean Average**

Average hourly rate £23.30



### **Female Mean Average**

Average hourly rate £18.61

## OUR MEDIAN GENDER PAY GAP

To calculate the median gender pay, the employees are ranked by their hourly pay. A comparison is then made between the hourly rate of pay earned by the woman in the middle of the female pay range with that of the equivalent rate of pay earned by the man in the middle of the male pay range.

	MALE	FEMALE	PAY GAP
Median hourly pay - 2025	£22.12	£14.53	34.3%
Median hourly pay - 2024	£18.57	£14.81	20.2%
Median hourly pay - 2023	£15.79	£13.68	13.4%
Median hourly pay - 2022	£16.50	£12.54	24.0%

The woman in the middle of the female pay range received 34.3% less than the man in the middle of the male pay range (2024: 20.2%). The median gender pay gap has therefore increased by 14.1% over the course of the last year.

This median gap means that for every £1 a man received, a woman received 66p.



### MEAN AND MEDIAN GENDER BONUS PAY GAP

As the Trust has not paid any bonus payments to its staff, there is nothing to report on these categories.

### CAUSES OF THE GENDER PAY GAP

At Endeavour Multi Academy Trust we have a female dominated workforce, with women accounting for over 87% of the total.

We are confident that any gender pay gap does not stem from paying men and women differently for the same or equivalent work, rather the result of some roles which attract a higher salary having male post holders rather than female post holders. Across the UK economy, there are cultural, societal and economic reasons

why the gender pay gap exists including: women being the main providers of unpaid caring responsibilities, a lack of flexible working options and occupational segregation factors.

## **STRATEGIES FOR ADDRESSING THE GENDER PAY GAP**

Endeavour Multi Academy Trust operates ethically and is committed to the principle of equal opportunities and equal treatment for all colleagues regardless of sex.

We pay staff in line with national terms and conditions for teaching and support staff and have a clear policy of paying staff equally for the same or equivalent work, regardless of their sex. Furthermore, we evaluate job roles and pay grades as necessary to ensure a fair structure, ensuring that all central trust roles are benchmarked against other Multi Academy Trusts across the country of a similar size and structure.

We have developed a Flexible Working policy that allows employees to request flexible working arrangements in terms of working pattern and location of work.

We ensure that our recruitment policies and processes reflect gender equality throughout the attraction and selection processes. One of our Key Equality Objectives for this year is to train all members of staff and governors involved in the recruitment and selection process on equal opportunities and non-discrimination.

We offer transparent training and development opportunities, and clear promotion and reward processes.

I hereby confirm the information provided in this report to be accurate.

**MARK HIGHFIELD**

Chief Financial and Operating Officer