Arden Multi Academy Trust Gender Pay Gap Reporting

Arden Multi Academy Trust is committed to ensuring that there is equality across the organisation and to providing all employees with equal opportunities.

We support the fair treatment of all staff, irrespective of gender through our transparent policies including the Equality Policy and the Safer Recruitment Policy

Our 2025-26 gender pay gap report

Arden Multi Academy Trust is required by law to carry out gender pay gap reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out six calculations that show the difference between the average earnings of men & women in our organisation, but does not involve publishing individual colleagues' data.

We are required to publish the results on our own website and to a government website https://gender-pay-gap.service.gov.uk/ where the results from other organisations can also be viewed.

Gender pay reporting requires us to make calculations based on colleague gender and their pay as at March 2025. We have done this by using our existing payroll records, and following the approach to reporting set out in government guidance. We can use these results to assess the levels of gender equality in the Trust, in relation to pay, and the balance of male and female employees at different levels.

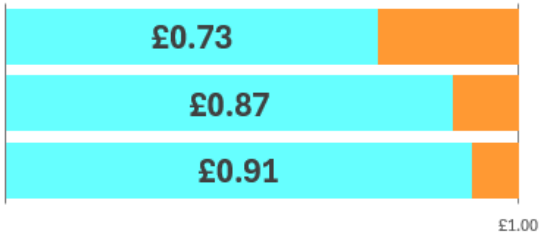
This is our eighth annual report.

Men and women are paid equally for doing equivalent jobs across the Trust. We use pay scales based on the School Teachers Pay & Conditions Document, and for support staff each academy follows the pay scales set by the NJC. Pay scales and grades are based on a thorough and robust appraisal process; earnings are based on performance outcomes, irrespective of gender.

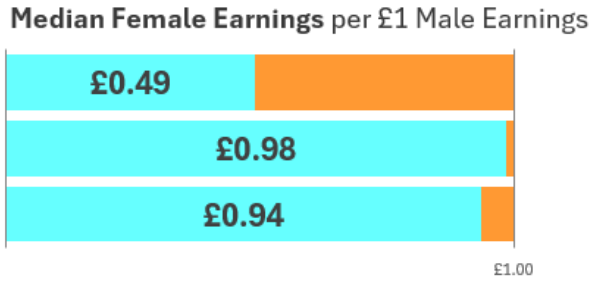
We are a flexible employer and offer a Flexible Working Policy to all employees. In addition to maternity and paternity leave, shared parental leave is supported; this year has seen an increasing number of teaching staff taking Shared Parental Leave.

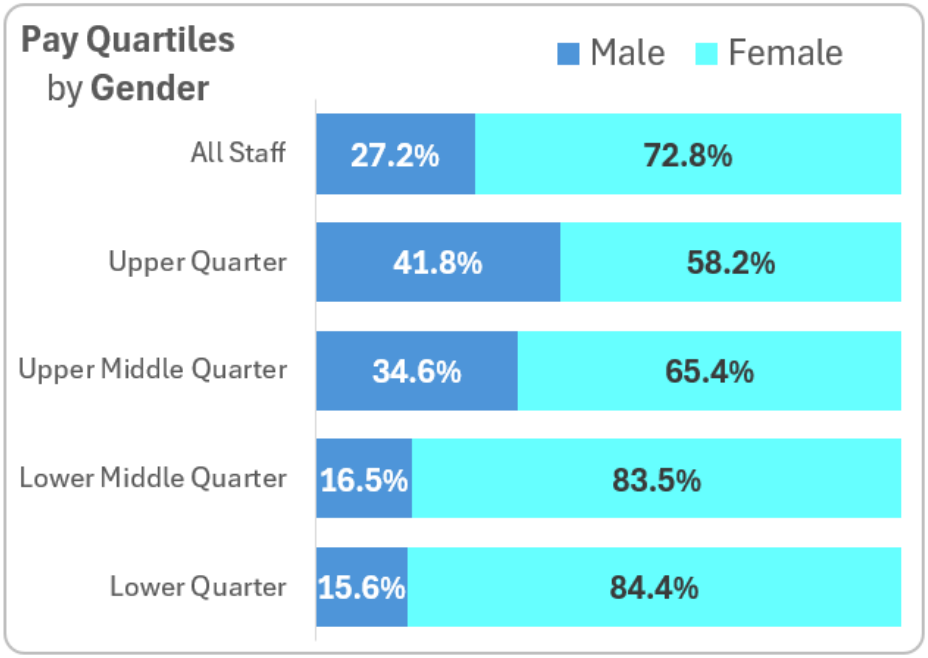
Our gender pay gap figures are reported below. No bonuses were paid to any staff during the reporting period.

Mean Pay Gap	Mar-25
All Staff	27.5%
Associate Staff	12.7%
Teaching Staff	9.2%

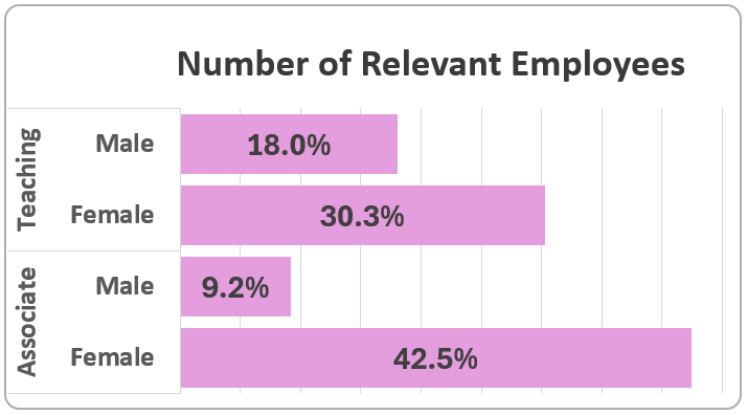


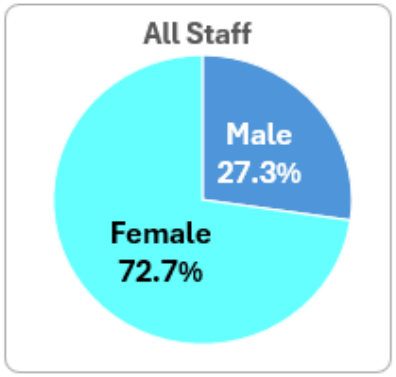
Median Pay Gap	Mar-25
All Staff	51.1%
Associate Staff	1.6%
Teaching Staff	6.5%

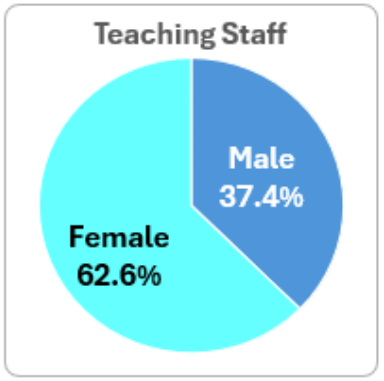


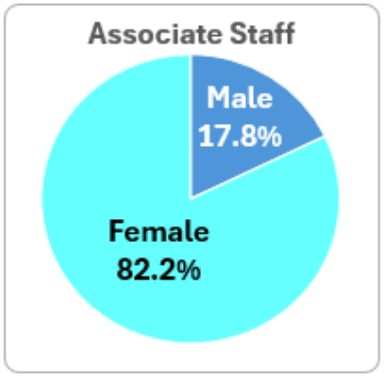


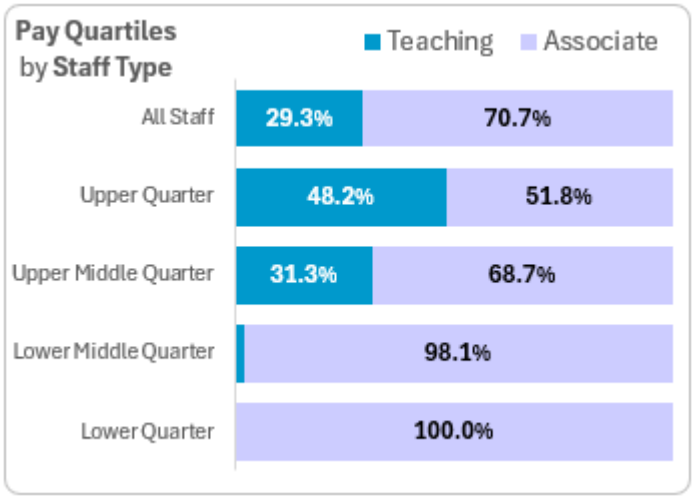
The staff profile for the current reporting period is also demonstrated below.









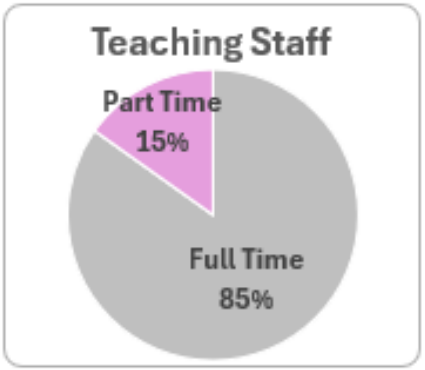


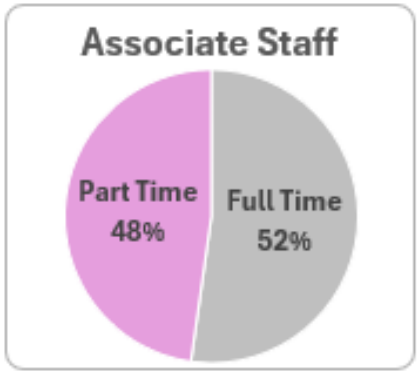
Whilst there is an underlying gender pay gap to be addressed, we can see from the quartiles on the left that the largest contributor to the published overall pay gap is a result of two very different contract types rather than gender.

Associate staff contracts completely dominate both lower quartiles, irrespective of gender. This is reflected nationally in gender pay gap reports across the school sector and is a result of both the difference in roles and the differing statutory guidance for calculating hourly pay for each contract type.

As mentioned in prior year reports, there is a large disparity in the calculation method for teaching and associate staff, which results in a 53% pay gap between these contract types for the same full time equivalent salary. Teaching contracts are calculated at annual salary divided by 1265 annual directed hours, whereas associate contracts are calculated over 52.14 weeks & 37 hours (equivalent to 1929 annual hours).

It is also worth noting that the calculation guidance means that a full-time staff member working 37 hours per week has an identical weighting in the pay gap calculation to a casual employee who works a single hour during the whole reporting period. The associate staff category includes far more casual and part time roles than teaching, such as exam invigilators, lunchtime supervisors & lettings stewards.





*Staff treated as Part Time where they are contracted for less than 25 hours per week.

We have observed that these roles tend to attract a far higher number of female applicants due to the part time and term time only working arrangements. This trend is typical across the school sector nationally.

Due to the staff profile consisting of 71% associate staff, which in turn is 82% female, the median pay for males falls on a Teacher pay rate, whereas the female median falls on an Associate pay rate. The consequential result is an overall median pay gap of 51.1%, however when recalculated separately for Teaching and Associate staff, whilst there is still a pay gap present, this is far closer at just **6.5%** and **1.6%** respectively.

Action taken since last year

Arden Multi Academy Trust undertakes ongoing analysis to understand its gender pay gap. It has reviewed the Government Equalities Office recommendations and the following processes are in place:

- Our leadership and middle leader development programmes support women with leadership potential to develop the skills and competencies to secure school leadership roles
- Reviews of recruitment processes across the Trust to ensure there is structure and a transparency to the process; ongoing safer recruitment training. During the recruitment process actions that have been highlighted by the Government Equalities Office as proven to reduce the gender pay gap are actively used:
    - Skill-based assessment in recruitment where candidates perform tasks they would be expected to perform in the role for which they are applying eg. teachers teaching or administrative staff carrying out computer/skills based tasks
    - Structured interviews for recruitment and promotions where all candidates are asked the same questions in a predetermined order and format
    - Salary ranges are communicated in all recruitment adverts
    - Transparency in promotion, pay and reward processes – a clearly outlined appraisal process for teaching and associate staff is communicated to all employees where objectives are SMART and employees are clear about what is expected in the process.
    - Implementation of an applicant tracking system to ensure transparency and uniformity across all schools and recruitment processes in the Trust. This has led to improvements in collecting and analysing recruitment data .

Next steps

We are continuing to review our recruitment and pay processes to make improvements which consolidate good practice and may assist with narrowing the gender pay gap longer term.