

Gender pay gap reporting statement

For the period: 01 April 2024 – 31 March 2025



We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

We have carried out the required calculations to show the difference between the average earnings of men and women in the Wessex Multi Academy Trust based on salary payments for March 2025.

The results are aimed to help us to assess:

- The levels of gender equality in our workplace
- The balance of male and female employees at different levels
- How effectively talent is being maximised and rewarded.

The challenge across Great Britain is to reduce any gender pay gap as much as possible.

Employee overview

Our gender pay gap information is based on the total number of male and female full-pay employees. This is as follows:

Gender	Total number of full-pay employees
Male	209
Female	706

Mean and median information

The table below shows the difference in hourly and bonus pay between our male and female full-pay employees.

	Mean gender pay gap in hourly pay	Median gender pay gap in hourly pay	Difference in mean bonus pay	Difference in median bonus pay
Difference in pay for female employees	22.89%	44.91%	n/a	n/a

Proportion of employees receiving bonuses

The table below 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 receiving bonuses	Proportion of employees receiving bonuses
Male	0	0
Female	0	0

Quartile information

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

		Number of employees in each quartile pay band	Proportion of employees in each quartile pay band
Upper quartile	Male	86	37.55%
	Female	143	62.45%
Upper middle quartile	Male	59	25.76%
	Female	170	74.24%
Lower middle quartile	Male	31	13.54%
	Female	198	86.46%
Lower quartile	Male	33	14.47%
	Female	195	85.53%

Why does our Trust have a gender pay gap and what are we doing to address it?

We continue to be successful in promoting qualified women to some of the highest paid opportunities in the Trust but have not yet been able to challenge the applicant imbalance when term-time only, part-time roles are advertised. These posts continue to be more attractive to women than men. Our belief is that this is influenced by mothers wishing to or being required to be available to their children during school holidays. In support staff roles, women, in our context, appear to be more willing to take the pay sacrifice of being paid for contracts that are less than 52 weeks a year, to be in caring, school environments.

The lower middle salary quartile is now populated by 31 men and 206 women with an hourly rate ranging from £22.65 per hour to £13.47 an hour. The number of women on this range has reduced by 8.

The lower salary quartile is populated by 33 men and 195 women which is a reduction of 1 man and 11 women from the band. This group has an hourly rate ranging from £13.26 to £12.26 (excepting Apprentice). These roles continue to be either classroom support, Teaching Assistant or Technician and administrative roles. The increase in minimum wage will continue to improve the pay rates of those on the lowest salary ranges.

Our existing Equality Objectives pledge the Trust to instigate initiatives to raise awareness, provide greater flexibility and actively promote professional development opportunities to encourage more women into leadership roles. Wessex Teach have previously run very successful Women Leadership programmes, which have had a broad base of attendance but was, by its nature, to empower those on middle pay quartiles to aspire to and achieve higher paid roles. Further programmes are planned. It was not able to tackle the lower pay rates in the bulk of support staff roles, or the contribution of men to non-professional roles. However, in raising awareness of external factors that can often negatively influence a woman's ability to build a successful career we hope to create a ripple effect of positive impact to counter this. We want to continue to encourage challenge of stereotyping where it exists and inspire mind-sets for achievement, including by changing attitudes and creating an appetite for further training and on-the job experiences that widen outlooks. As the Multi-Academy Trust grows it is important to us to have Local Governing Bodies on board with this agenda.

Policies and systems within the Multi-Academy Trust (MAT) will be formulated with a view to maximising the opportunities available everyone. We fully support shared paternal leave and policies that allow for flexible working where it can be accommodated within the needs of the Trust.

We are confident that men and women are paid equally for doing equivalent jobs across the Trust.



M Foley, Chief Executive Officer
16th March 2026