

Gender Pay Gap Report

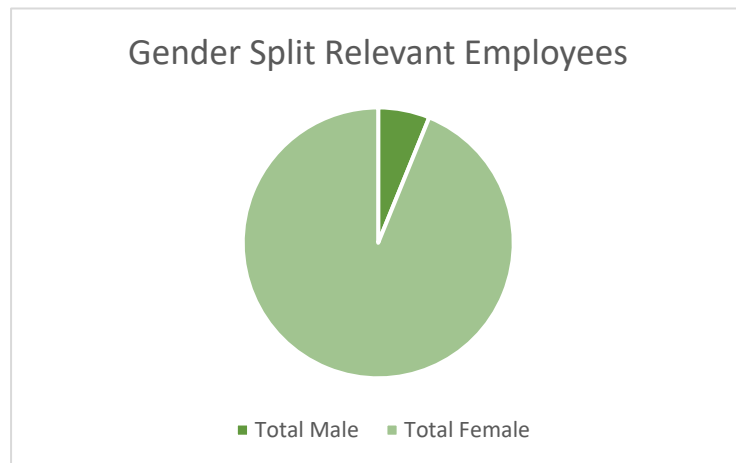
SNAPSHOT DATE: 31/03/2025

This report sets out the gender pay gap at the Arden Forest C of E Multi Academy Trust. Before reading this report it is important to understand how gender pay gap reporting differs from equal pay. Equal Pay is a legal requirement to pay men and women equally for equal work, whereas the Gender Pay Gap is a measure of the difference between men's and women's average earnings across an organisation and is expressed as a percentage of men's earnings.

This is the third year that the Arden Forest C of E Multi Academy Trust has reported on these figures.

Our Results

The Arden Forest C of E Multi Academy Trust consists of ten primary schools across South Warwickshire and at the time of this report had 473 roles of which 443 were female (94%) and 30 (6%) were male.



Proportion of male and female employees according to quarter pay bands

	QUARTER 1 (LOWER)	QUARTER 2 (LOWER MIDDLE)	QUARTER 3 (UPPER MIDDLE)	QUARTER 4 (UPPER)
Male (% males to all employees in each quarter)	4.24	7.63	5.93	7.56
Female (% females to all employees in each quarter)	95.76	92.37	94.07	92.44

Difference in mean and median hourly rates of pay

	DIFFERENCE IN THE MEAN HOURLY PAY	DIFFERENCE IN THE MEDIAN HOURLY PAY
Pay gap. % difference male to female	10.53	10.66

Proportion of male and female employees who were paid bonus pay


	PROPORTION RECEIVING A BONUS
Male employees (% paid a bonus compared to all male employees)	0
Female employees (% paid a bonus compared to all female employees)	0

Difference in mean and median bonus pay

	DIFFERENCE IN THE MEAN BONUS PAY	DIFFERENCE IN THE MEDIAN BONUS PAY
Pay gap % difference male to female	0%	0%

SUPPORTING STATEMENT

I can confirm that the information published here is accurate.

Signature: 

Date: ...16/10/2025.....

Status/position:CEO...

SUPPORTING NARRATIVE

During the year 24-25 we saw our gap increase marginally from 10.19 % to 10.53 %. The median gender pay gap also widened slightly from 9.65 % to 10.66 %.

- Our total workforce expanded from 374 to 473 roles with the intake of a new school, with women continuing to represent a substantial majority (from 94 % in 2023 to 93.6 % in 2024). This profile is consistent with wider trends in primary education.
- Leadership roles (including headteachers and Trust-level executive functions) are limited and higher-paid. Men remain slightly overrepresented in these positions relative to their proportion in the workforce.
- Leadership posts are typically full-time, creating potential barriers for women balancing work with caregiving responsibilities. Many of our women in the Trust occupy part-time support roles such as midday supervision, cleaning, or administrative support.
- Our Trust’s mean pay gap is below that of the 13.1% shown in the 2024 ONS report and below sector averages reported by other MATs, but still reflects disparities we aim to address.

ACTION PLAN

- We scrutinise the feedback from our staff surveys to understand how to help more women feel they are able to balance leadership with parenthood, i.e., flexible working opportunities. Our Growing Great People strategy is crucial to us supporting our staff to be the best they can and to grow within their roles, as well as getting support from their peers across the MAT.
- We will continue to ensure that through our recruitment practices we are clear on our commitment to equality and diversity and are using wording that does not prejudice against applicants. Teachers are paid in line with the Teachers Pay Scales for England and Support Staff are paid on the NJC Pay Scale and job descriptions are standardised across the MAT.
- We work closely with other MATs and networks across the sector to ensure that we are sharing best practice and benchmarking correctly.
- We will present on our gender pay gap information to the Audit, Finance and Risk Committee to ensure internal monitoring and transparency.