



NET Academies Trust - Gender Pay Gap Report

March 2025

The Gender Pay Gap Report is based on the relevant data on the 'snapshot date' of 31 March 2025.

NET Academies Trust currently has nine schools, but on the 'snapshot date' of 31 March 2025, the Trust had six primary schools. On that date, NET Academies Trust employed far more female (91%) than male (9%) employees. NET Academies Trust employs a large number of women in senior positions, including all head teachers and a mostly-female senior management team.

The gender pay gap is the difference between the average (mean or median) earnings of men and women across a workforce. Our gender pay gap is:

	2025	2024	2023	2022
Mean:	12.3%	12.9%	16.01%	23.9%
Median:	45.6%	49.0%	52.2%	49.9%

The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle salary.

The mean gender pay gap is calculated by deducting the average hourly wage of women from the average hourly wage of men. The pay gap is the difference (%) between these hourly rates.

A gender pay gap refers to the differences in the average pay between men and women across all roles and job types. This is different from equal pay which is the requirement that people are paid equally for work of equal value. The Trust is confident that men and women are paid equally for doing the same job.

The number and proportion of males and females in each quartile pay band are as follows:

	Female		Male	
	Number	Percentage	Number	Percentage
Lower Quartile:	71	94.67%	4	5.33%
Middle Lower Quartile:	72	96.00%	3	4.00%
Middle Upper Quartile:	66	88.00%	9	12.00%
Upper Quartile:	64	85.33%	11	14.67%

NET Academies Trust does not make any bonus payments to our staff.

Our gender pay gap stems from the fact that, whilst our workforce is predominantly female, we continue to employ more men in higher paid roles (leadership or senior teaching, and predominantly full time), and fewer men in lower paid roles (teaching assistants, lunchtime supervisors, cleaning & catering, many of which are part time).

The overall number of male employees has reduced by one and the total number of employees has increased by 15 since the previous reporting period.



The majority of male employees remain in the middle upper and upper quartile. Male employees in the lower quartiles include our Apprentice Site Managers.

Our mean gender pay gap has decreased every year since 2022. Analysis shows that the principal reason for the remaining mean gender gap is the proportion of male and female staff employed at different grades and on different pay scales (i.e. teaching and non-teaching pay scales). Although there are more women (273) than men (27) in the Trust, there continues to be a trend that more women occupy the lower paid posts within the Trust.

The effective actions NET Academies Trust has taken to reduce our gender pay gap are:

- Including multiple women in shortlists for recruitment
- Promoting staff based on performance
- Using structured interviews for recruitment and promotions
- Encourage flexible working, for example, for working mothers
- Encourage the uptake of shared parental leave
- Offering mentoring

As a trust we seek to promote and reward staff irrespective of gender. This is evidenced by the number of female staff we have in senior positions (Heads, Deputies, Assistant Heads, Leads, Senior Leadership Team, Executive Team).

We use pay scales for teaching staff aligned to the School Teachers Pay and Conditions Document (STPCD) which is reviewed on an annual basis; these are based on a teacher's length of service and performance. For support staff we use pay scales set by the National Joint Council for Local Government Services (NJC). Staff progress through the pay scales for their grade based on performance management, ensuring earnings are determined by performance outcomes, irrespective of gender. NET Academies Trust is committed to equal opportunities and actively encourages the further professional development of all staff.

I confirm that the information contained in this report is accurate.

Jo Coton
Chief Executive Officer
Net Academies Trust

Date: November 2025