



omega
MULTI-ACADEMY TRUST

Gender Pay Gap Report 2026

Snapshot Date used for Data:	31.03.2025
Date Prepared:	13.03.2026
Review Date:	March 2027
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This 2026 Report is for a snapshot of all the workforce across the Trust's schools taken on 31.3.25. Headline figures are shown below for both the Mean and the Median over the last six years.

	2020 Report (30.3.19)			2021 Report (31.3.20)			2022 Report (31.3.21)		
	Male Hourly rate	Female Hourly Rate	GPG %	Male Hourly rate	Female Hourly Rate	GPG %	Male Hourly rate	Female Hourly Rate	GPG %
Mean GPG %	£20.42	£15.71	23.1	£20.69	£15.65	24.3	£21.50	£17.15	20.23
Median GPG %	£18.94	£13.20	30.3	£19.48	£13.64	29.9	£20.12	£14.60	27.44
Quartile 1 %	33.7	66.3		32.26	67.74		32.69	67.31	
Quartile 2 %	24.7	75.3		26.88	73.12		27.56	72.44	
Quartile 3 %	21.2	78.8		16.13	83.87		20.51	79.49	
Quartile 4 %	9.4	90.6		9.68	90.32		13.38	86.62	

	2023 Report (31.3.22)			2024 Report (31.3.23)			2025 Report (31.3.24)		
	Male Hourly rate	Female Hourly Rate	GPG %	Male Hourly rate	Female Hourly Rate	GPG %	Male Hourly rate	Female Hourly Rate	GPG %
Mean GPG %	£25.50	£20.40	20.02	£20.82	£17.37	16.6	£22.52	£18.42	18.2
Median GPG %	£25.12	£14.26	43.23	£18.79	£15.46	17.7	£21.33	£15.54	27.2
Quartile 1 %	29.33	70.67		28	72		30	70	
Quartile 2 %	30.67	69.33		30	70		32	68	
Quartile 3 %	22.52	77.48		22	78		19	81	
Quartile 4 %	10.60	89.40		12	88		13	87	

	2026 Report (31.3.25)		
	Male Hourly rate	Female Hourly Rate	GPG %
Mean GPG %	£27.40	£19.60	28.5
Median GPG %	£22.50	£18.31	18.6
Quartile 1 %	12	88	
Quartile 2 %	23	77	
Quartile 3 %	30	70	
Quartile 4 %	29	71	

Quartiles are within the organisation and are an even split of 25% of total staff. The figures for the 2026 report have been generated by the WeareEvery system for the third-year running, hence the rounded figures in comparison to previous years, where the figures were calculated manually.

This year's report examines the snapshot date of 31st March 2025, based on a total of 717 staff members across the Trust. In accordance with the guidance, certain staff members were excluded from the calculations due to their casual contractual status, receipt of 50% or less sick pay, or being on maternity leave as of the snapshot date.

Key Findings:

Analysing this year's data the key findings are as follows:

- The mean hourly rate gap has significantly increased from 18.2% to 28.5%, representing a 10.3 % rise.
- The median hourly rate gap has significantly decreased from 27.2% to 18.6%, a 8.6% decrease.
- The median hourly rate gap between male and female employees has come down from £5.79 in 2024 to £4.19, a decrease of £1.60.

Factors Contributing to the Pay Gap Increase:

Several key factors have significantly contributed to the increase in the pay gap:

- There has been a notable shift in staffing within 3rd and 4th quartiles with a 16% decrease in females within the 4th quartile compared to last year, as well as a 11 % decrease in females within the 3rd quartile. There has also been a notable difference in males falling within the 1st and 2nd quartiles, representing an 18% decrease compared to last year for the 1st quartile and a 9 % decrease in the 2nd quartile, compared to last year. These shifts have been the primary factor in the widening pay gap between male and female employees.
- The annual Teachers' pay award for the academic year 2024/25 was a uniform 5.5% increase across all pay points, resulting in significant increases at both the lower and upper ends of the pay scales.

- Conversely, the NJC Support Staff pay award for the same period varied. A flat £1290 was added to each pay spine on the scale which equated to a 2.5% at the top of the scale to 5.77% at the bottom.

The majority of the Trust's lowest-paid staff still remain as female support staff, while the highest-paid remain predominantly male teaching staff. As we can see from quartile 1 and 2, which represents the lowest paid staff, 88% are female in quartile 1 and 77% in quartile 2. Therefore, the staff movements between the quartiles identified earlier in the report, combined with the difference in pay awards has negatively contributed to the increase in the pay gap between the Trust's male and female colleagues.