

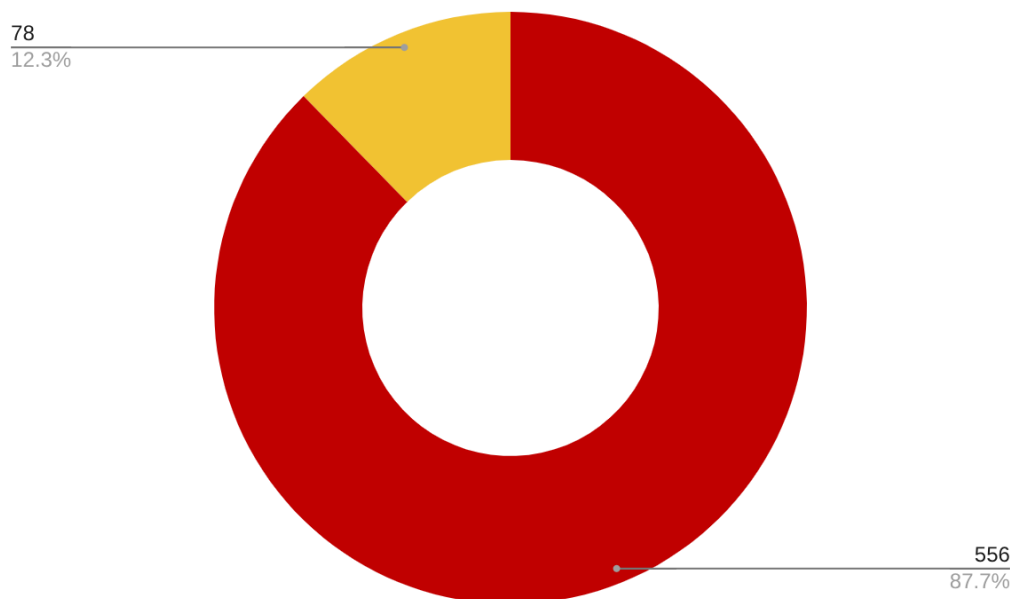
Gender Pay Gap Report 2025

As a Multi Academy Trust with over 250 employees Cidari Education Limited is required to publish our Gender Pay Gap in line with the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

The Gender Pay Gap (GPG) involves carrying out calculations which show the difference in the average pay of men and women in the Trust across all posts. This is our first GPG Report and is based on data from a snapshot date of 31st March 2025.

It is important to recognise that GPG is different from pay equality. Cidari is fully dedicated to gender and pay equality through engagement with key stakeholders, employees and unions. Adoption of the STPCD and NJC principles, along with a commitment to job evaluation and robust recruitment processes provide our organisation with surety in these areas and we continue to monitor and adopt best practice.

Our Trusts's Gender Profile



Female No.	Female %	Male No.	Male %	Total No
556	87.7%	78	12.3%	634





Gender Pay Gap Data:

On the snapshot date of 31st March 2025 Cidari had 634 employees with relevant pay who make up this data set.

Difference in mean and median hourly rate of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference male to female	34.79%	60.29%

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	No Bonus Paid	No Bonus Paid

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)	No Bonus Paid
Female employees (% paid a bonus compared to all female employees)	No Bonus Paid

Proportion of male and female employees according to quartile pay bands

	Quartile 1. Lower	Quartile 2. Lower middle	Quartile 3. Upper middle	Quartile 4. Upper
Male (% males to all employees in each quartile)	14.43%	13.40%	19.59%	30.61%
Female (% females to all employees in each quartile)	85.57%	86.60%	80.41%	69.39%

Cidari Education does not have a bonus scheme.

Contextual Information and Analysis

Of the 634 employees in the data set, 87.7% of employees are female and 12.3% are male.

The membership of our Trust (13 Primary and 2 Secondary) has influence on the gender make up and proportionate salaries.

Since the last report the Trust has acquired a further Secondary Academy.

The Gender Pay Gap is a high level, non-adjusted indicator of male and female earnings which is affected by workforce distribution and composition.



Summary Narrative

The Trust's gender pay gap figures must be understood within the structural context of the English education sector, which is characterised by a highly gender-segregated workforce.

- **High Female Representation in Support Roles:** The majority of the education workforce, particularly in lower-paid administrative, welfare, and teaching assistant roles, is female. This is clearly reflected in the **Lower Quartile** and **Lower Middle Quartile** data, where women make up **85.57%** and **86.60%** of employees, respectively. These roles are typically paid on different, lower scales than teaching and leadership positions, which drives the overall gap.
- **Significant Median Pay Gap (60.29%):** The median gap is the most telling figure, showing that the middle-ranking man earns significantly more per hour than the middle-ranking woman (£34.47 vs. £13.69). This indicates a profound clustering of women in the lower half of the pay distribution, which is consistent with the national challenge of retaining women in the highest-earning roles and the high number of part-time, lower-paid female support staff.
- **Mean Pay Gap (34.79%):** The mean gap is also high, driven by the average hourly rate for men (£32.56) being considerably higher than for women (£21.23). While women are the majority in the **Upper Quartile** (69.39%), men are better represented in this highest pay band (30.61%) compared to the lower quartiles, suggesting a disproportionate number of men occupying the very highest-earning leadership and teaching posts.
- **Bonus Pay:** No bonus payments were recorded for the relevant period, which is standard for public sector organisations like Multi-Academy Trusts.

We are very aware as an education sector employer that overall, on the snapshot date, approximately 88% of our staff team posts were held by female colleagues. The gender split between primary and secondary schools adds a further national distortion with the % female being higher in primary than in secondary schools. Whilst minor school level variations do exist within our Trust, these variations represent the types of roles within each setting. In a primary setting a greater proportion of classroom and lunchtime support roles generally exist, often complemented with Before and After School provisions, with posts predominantly held by a greater proportion of female colleagues. These roles are aligned to NJC Pay Scales and comparatively salaries are much lower when compared with a teaching colleague. Our Trust, whilst having an overall gender split of circa 85% female to 15% male, has a significantly higher proportion of female colleagues in Leadership positions and grades across our teams and we share the following information for added context:

The workforce is predominantly female therefore the gap between the 'average' female hourly rate of pay and the 'average' male hourly rate of pay is significantly affected. The Trust believes all women and men are paid an equivalent salary for the same job role. Whilst opportunities are open to all staff, those who apply to work in roles within the lower quartiles (lunchtime supervisors/teaching assistants/ administration/ cleaning staff), are overwhelmingly female.

As a Trust we follow the national pay and conditions arrangements for teaching staff, following the STPCD and applying the 'Burgundy Book' terms and conditions. For support staff the 'Green Book' terms and conditions apply and the Trust applies the NJC national pay scales against job roles and descriptions approved through recognised job evaluation schemes. The Trust has a Trade Union Recognition Agreement in place with all the major teaching and support staff trade unions, who are consulted in all pay policy matters through regular formal committee meetings.

Cidari Multi Academy Trust supports our staff with a number of family friendly provisions such as flexible and part time working, which our (predominantly female) employees (including senior leaders) choose to apply for. The majority of school based support staff are also term time only. There are far more female applicants for these roles than there are male. The overall gender pay gap therefore reflects workforce composition rather than pay inequalities.



As a Diocesan Trust, values of fairness and equality are promoted and upheld at all levels at every opportunity. Whilst we have confidence that our processes and systems operate in full transparency and parity, as a senior leadership team with the support and guidance of our Board we will continue to monitor our GPG along with other factors to ensure we are consistently improving in this area.

Peter Ashworth
Chief Executive

Matt McIver
Chief Operating Officer