

GENDER PAY GAP REPORT 2026 – Data at 31st March 2025

Introduction

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, and as an employer with over 250 employees, OAK Multi Academy Trust is required to measure and report on the gender pay gap annually in the organisation, using six different measures:

1. **Mean gender pay gap:** The difference between the mean hourly rate of pay of male full pay relevant employees and that of female full-pay relevant employees.
2. **Median gender pay gap:** The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
3. **Mean bonus gap:** The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.
4. **Median bonus gap:** The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.
5. **Bonus proportions:** The proportions of male and female relevant employees who were paid bonus pay during the relevant period.
6. **Quartile pay bands:** The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands.

The aim of gender pay gap reporting is to show how large the pay gap is between an organisation's male and female employees. The data must be published on the employer's own website and a government website, and the intention is to encourage employers to take action to reduce or eliminate their gender pay gaps in order to create fairer, more inclusive workplaces.

OAK Multi Academy Trust is open and transparent about pay and conditions and is committed to taking steps to reduce its gender pay gap. This statement contains OAK Multi Academy Trust's statutory gender pay gap disclosure, using snapshot information at 31st March 2025, as well as further information around the gender pay gap at the Trust.

On 31st March 2025, OAK Multi Academy Trust included five schools – one infant school, one junior school, two primary schools, one secondary school and the central services team. This Gender Pay Gap report is based on data as at 31st March 2025. At that time, the Trust employed 354 staff, of which 299 were female and 55 were male.

Our payroll provider has carried out calculations as per the regulations that show the difference between the average earnings of males and females in our organisation. The results for the calculations are:

The Mean Gender Pay Gap

The difference between the mean hourly rate of pay that male and female employees received as at 31st March 2025 was 20.9%, which has increased from 17.70% as at 31st March 2024.

The Median Gender Pay Gap

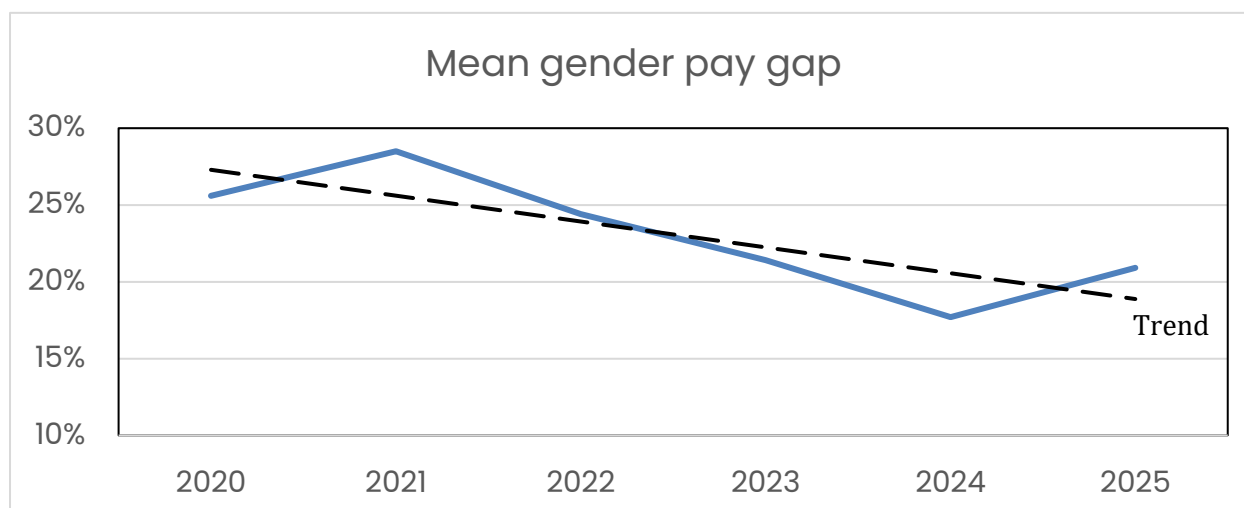
The difference between the median hourly rate of pay that male and female employees received as at 31st March 2025 was 31.80%, which has increased from 16.70% as at 31st March 2024.

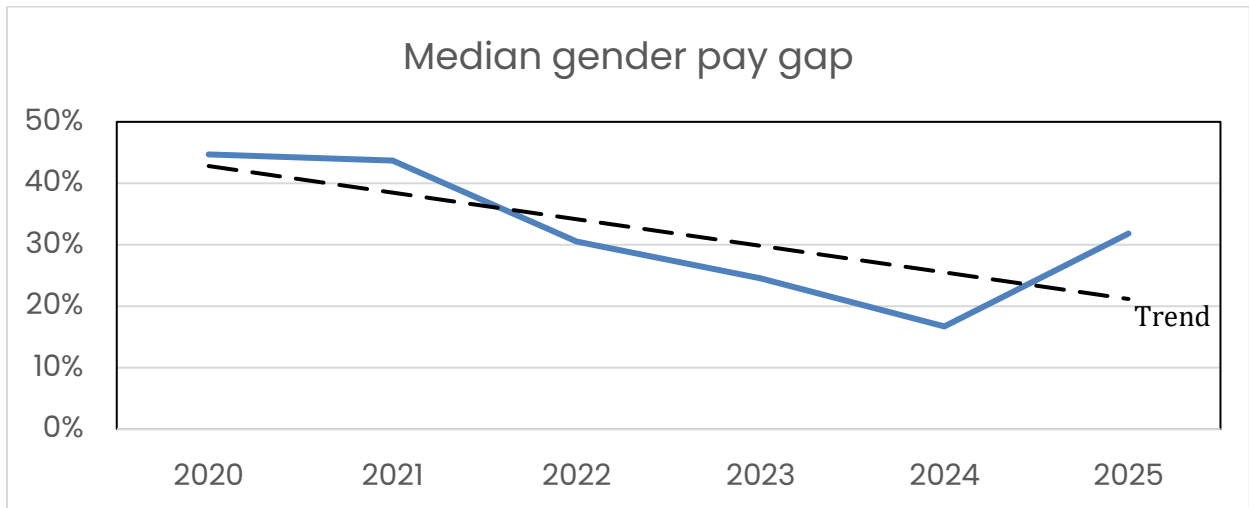
The Trust has not paid any bonus payments over the period 1st April 2024 to 31st March 2025, and therefore there is no requirement to report on the measures related to bonus payments.

The proportion of males and females in each quartile:	Female Headcount	Male Headcount	% Females	% Males
Upper quartile	65	23	73.86%	26.14%
Upper middle quartile	75	13	85.23%	14.77%
Lower middle quartile	80	9	89.89%	10.11%
Lower quartile	79	10	88.76%	11.24%
Total	299	55	84.43%	15.57%

Historical data from 31st March 2020 to 31st March 2025 (for comparison):

Metric	2020	2021	2022	2023	2024	2025
Mean gender pay gap	25.6%	28.5%	24.4%	21.4%	17.7%	20.9%
Median gender pay gap	44.7%	43.7%	30.5%	24.5%	16.7%	31.8%
Number of employees	412	389	419	382	398	354





Recruitment and Retention

OAK Multi Academy Trust employs a range of recruitment and retention methods to avoid bias and ensures that the right staff are employed in the right roles within any school. We are an equal opportunities employer.

Pay Scales

OAK Multi Academy Trust uses pay scales for all staff irrespective of gender. Those for teaching staff are aligned with the minimum and maximum of each pay scale within the School Teachers Pay and Conditions Document, which is updated annually. The pay scales for support staff are in line with the rates set by the National Joint Council for Local Government Services. Staff progress through the pay scales based on incremental progression eligibility.

Insights

- 84.43% of the Trust's workforce is female. Nationally, approximately 76% of the school teaching workforce in England is female. This high proportion is consistent across the UK, where 71% of jobs in the education sector are held by women.
- Female employees make up a higher percentage of the workforce, reflected across all four quartiles.
- The number of male employees has decreased from 61 employees in 2024 to 55 employees in 2025. The number of female employees has decreased from 337 in 2024 to 299 in 2025, with a large proportional difference in the upper quartile for males. This change has contributed to the increase in the mean pay gap.
- There has been a reduction in the number of females in the upper quartile from 77 employees in 2024 to 65 employees in 2025, which is largely due to retirements and maternity leave. However, the number of males in the upper quartile has remained minimally unchanged from 22 employees in 2024 to 23 employees in 2025. The reduction has disproportionately contributed to the increase in the median pay gap.
- Both gaps continue to show a downward trend with the 2024 data considered an outlier (largely affected by less data exclusion and more female teachers paid on the Upper Pay Range).
- 53% of the females employed by the Trust are working in the two lower quartiles of the organisation compared to 35% of males. This is because the vast majority of employees undertaking Cleaner, Lunchtime Supervisor, Administrative and Teaching Assistant roles are female. Within the Education sector generally, many support roles which attract a lower wage are part time, which usually attracts more females than males. OAK Multi Academy Trust is committed to offering flexible working across the organisation and indeed many female senior leaders work in this way.

Action

OAK Multi Academy Trust remains committed to gender equality in the workplace, and reducing the gender pay gap is an important part of this journey. The Trust seeks to maximise opportunities and equal treatment for all employees, regardless of gender or any other characteristic, and so will continue to:

- Design and implement our People strategy for all employees, including talent management, succession planning and clearly defined career pathways
- Continue to encourage female teachers to apply for pay progression to the upper pay range
- Publish pay ranges and actual salaries in all job adverts
- Encourage a wide range of diversity of applicants
- Ensure all job roles are advertised to eliminate any potential for gender bias and provide opportunities for employees to progress within the Trust
- Flexible approaches to work are considered at all levels of the organisation
- Continue to review exit surveys to monitor the rate at which males and females are leaving the Trust and the reasons why

I can confirm that the information collated in the report has been prepared by our payroll provider and is an accurate reflection of the position relating to gender pay in our Trust.

Irena Stevens

Director of People & Culture

March 2026