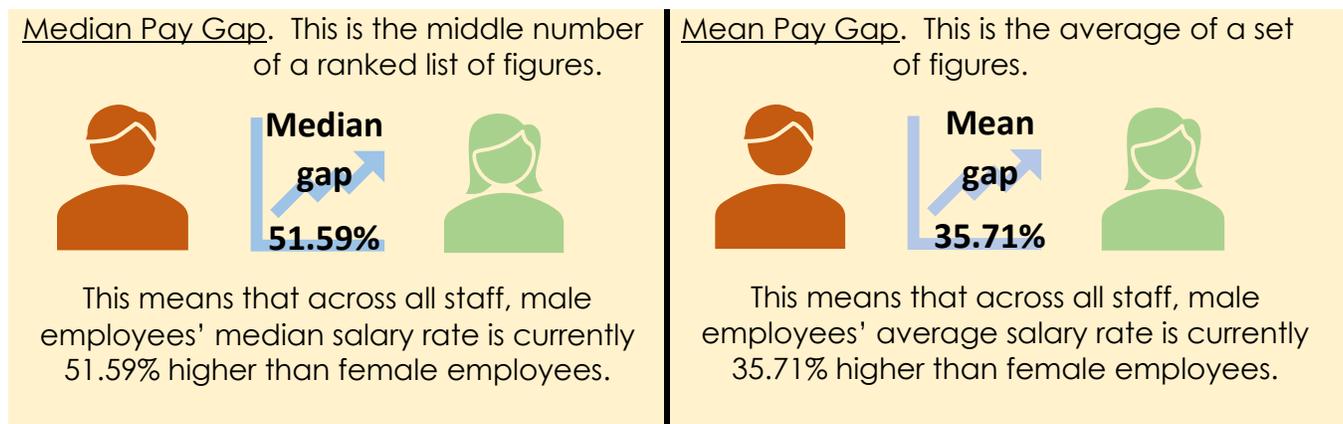


# GENDER PAY GAP REPORT 2024-25

## Embrace Multi Academy Trust

The gender pay gap is the difference between the average (mean or median) earnings of men and women across a workforce. Employers with a headcount of 250 employees or more must comply with regulations on gender pay gap reporting. Gender pay gap calculations are based on employer payroll data drawn from a specific date each year; for Embrace MAT this date is 31 March. There are no bonus payments made to trust staff, so there is no information to be provided for that aspect of the reporting.

The information below is as of 31 March 2025:



The reported trust workforce as of 31 March 2025 breaks down as: female 80.9% and male 19.1%, a 2.3% decrease in male employees. This increases to 92.1% female within the bottom quartile of employees (a small decrease from 2024). These staff in the lower salaried bracket, generally covers roles such as teaching assistants, cleaners and kitchen staff. In the top quartile, 61.8% of employees are female (a 0.3% decrease from 2024).

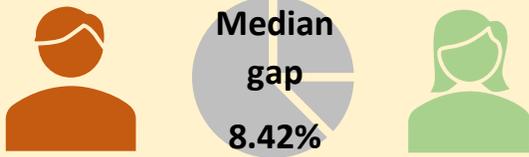
## Data by Quartile

Quartiles are the ranked data, divided into quarters (25%), with an upper quartile of the top 25% of earners, an upper middle quartile of the second highest earners, a lower middle quartile of the second lowest earners and a lower quartile of the lowest earners.

The following is the median (the middle of a range) and mean (average within the range) salary data, and staff breakdown by quartile:

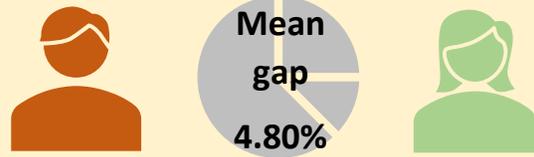
### Upper Quartile (Top 25%)

Median Pay Gap. This is the middle number of a ranked list of figures.



This means that across all staff, male employees' median salary rate is currently 8.42% higher than female employees.

Mean Pay Gap. This is the average of a set of figures.



This means that across all staff, male employees average salary rate is currently 4.80% higher than females employees.



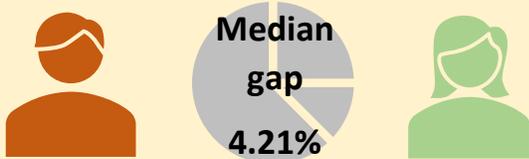
37.7% male employees

62.3% female employees



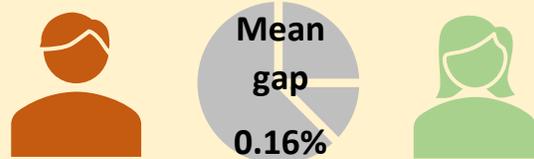
### Upper Middle Quartile (Second Highest 25%)

Median Pay Gap. This is the middle number of a ranked list of figures.



This means that across all staff, male employees' median salary rate is currently 4.21% higher than female employees.

Mean Pay Gap. This is the average of a set of figures.



This means that across all staff, male employees' average salary rate is currently 0.16% higher than female employees.



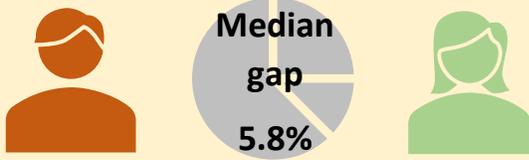
22.4% male employees

77.6% female employees



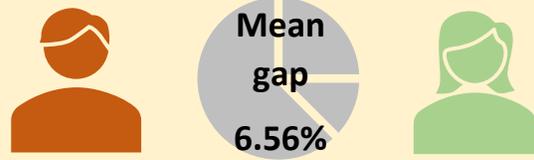
### Lower Middle Quartile (Second Lowest 25%)

Median Pay Gap. This is the middle number of a ranked list of figures.

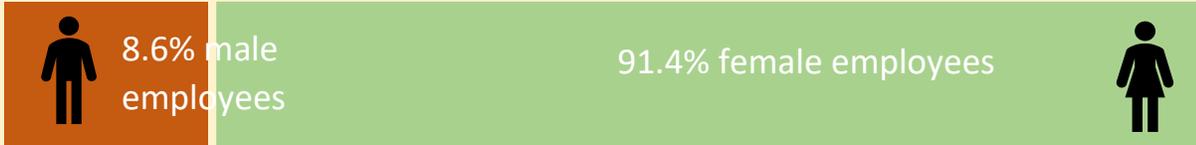


This means that across all staff, male employees' median salary rate is currently 5.8% higher than female employees.

Mean Pay Gap. This is the average of a set of figures.

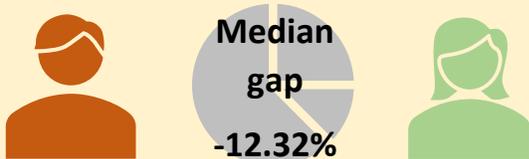


This means that across all staff, male employees' average salary rate is currently 6.56% higher than female employees.



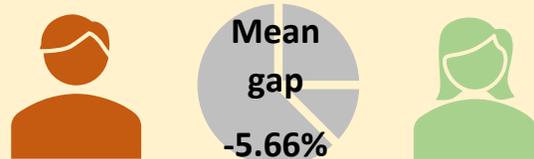
### Lower Quartile (Lowest 25%)

Median Pay Gap. This is the middle number of a ranked list of figures.

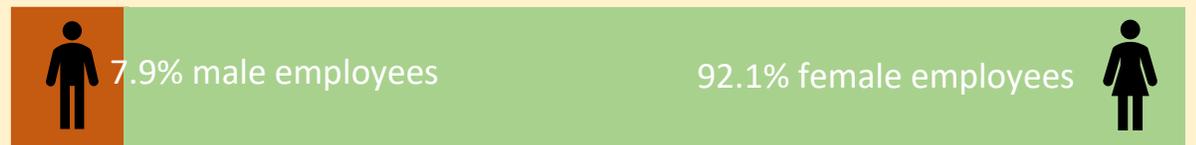


This means that across all staff, male employees' median salary rate is currently 12.32% lower than female employees.

Mean Pay Gap. This is the average of a set of figures.



This means that across all staff, male employees' average salary rate is currently 3.78% lower than female employees.



## **Comparison with past years**

Year	Trust % female staff	Q1 female staff	Q2 female staff	Q3 female staff	Q4 female staff
2021	85.7%	72.5%	80.2%	93.4%	96.7%
2022	84.9%	65.2%	82.8%	95.7%	95.6%
2023	80.8%	66.6%	75%	90.8%	92.2%
2024	78.6%	62.1%	74.58%	85.5%	92.4%
2025	80.9%	62.3%	77.6%	91.4%	92.1%

Year	Total median	Total mean	Q1 median	Q1 mean	Q2 median	Q2 mean	Q3 median	Q3 mean	Q4 median	Q4 mean
2021	58.03%	44.82%	17.24%	8.71%	0.81%	2.58%	3.03%	0.13%	20.44%	8.96%
2022	53.31%	36.54%	10.79%	-2.23%	1.70%	0.19%	-4.84%	-8.45%	24.71%	22.09%
2023	53.85%	31.98%	11.54%	0%	12.78%	5.27%	-0.69%	-2.74%	-0.35%	0.74%
2024	51.93%	32.70%	3.43%	2.85%	11.23%	6.51%	1.15%	5.98%	9.84%	3.78%
2025	51.59%	35.71%	8.42%	4.8%	4.21%	0.16%	5.8%	6.56%	-12.32%	-5.66%

Where a negative value is shown, this indicates that female staff receive a higher salary figure in that set.

## **Data information**

The data for this report, in comparison with the 2024 data, is the second year since this reporting started for the trust where we have been able to consider a true year on year comparison.

49% of male employees fall into the upper quartile, and 78% fall into both upper and upper middle quartiles, both of these values are an increase from the previous reporting period.

Of 31 'leadership' posts across the trust, 21 are held by female employees (67.8%), with 6 of the 10 highest paid roles as of 31 March 2025 held by female employees. Both of these figures are similar to the previous reporting period. It is the case that 32.3% of leadership posts are held by male employees whilst only accounting for 19% of the workforce.

The % of male staff across the trust has decreased slightly year on year, and the number are in line with those of 2023, but higher than the low of 14.3% in 2021.

Year on year, since 2021, the median pay difference across the trust has decreased, as has the mean difference. Within each quartile, the differences see significant fluctuations year on year and there is no tangible analysis that can be identified.

A continuing challenge within the Trust, and across the wider education sector, relates to cultural and structural factors that influence workforce composition. The Trust's data shows a higher proportion of women working part-time and a greater representation of female employees within the lower pay quartiles. These patterns are reflected nationally across the sector and contribute to the overall gender pay gap.

While the gender pay gap does not measure equal pay for equal work, it does highlight the distribution of roles across the organisation. In response, the Trust is focused on reviewing progression pathways and development opportunities, particularly for staff in lower-graded roles, to ensure equitable access to career advancement and higher-paid positions.