

EVERY CHILD, EVERY DAY ACADEMY TRUST

Gender Pay Gap Data to March 2025

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, and as an employer with over 250 staff, Every Child Every Day Academy Trust is required to measure and report its gender pay gap annually based on a snapshot date of 31 March.

For the period to March 2025, the **mean gender pay gap is 13.5%**, a slight increase from 13.2% in 2024. The **median gender pay gap is 20.8%**, reflecting a small decrease from 21% last year. Overall, there has been minimal movement in either direction during this reporting period.

Actions taken over the past 12 months

During 2024–25, the Trust continued its work to reduce the gender pay gap by:

- Ensuring job advertisements remain gender-neutral in language and presentation.
- Advertising all roles with confirmed salary information, recognising research that women are statistically less likely to negotiate pay.
- Using structured interviews and skills-based assessment tasks to support consistency and objectivity in recruitment and promotion.
- Ensuring all interview panels include both male and female panel members, all of whom are Safer Recruitment trained.
- Strengthening succession planning to support clearer leadership pathways and reduce any barriers to progression linked to gender.

Sector-related factors

Like many organisations in education, the Trust has a predominantly female workforce. A significant proportion of women are employed in support roles (e.g. administration, catering, cleaning), which traditionally carry lower pay than teaching positions. Contractual differences also play a part: support staff work 36 hours per week, term-time only (approximately 39 weeks per year), while teachers work 32.5 hours per week but are paid across 52 weeks. As a result, hourly rate comparisons reflect structural differences rather than differences in pay for equivalent work.

Actions to address the gap

We continue to review our flexible working policies and will monitor uptake to understand impact. Induction and re-induction processes are being strengthened, including for staff returning from maternity leave or other long-term absences.

HR publishes monthly workforce metrics, including gender distribution, enabling school leaders, Trustees and Local Governing Bodies to actively consider gender balance and representation in staffing decisions.

The Trust continues to follow nationally agreed Teachers' Pay and Conditions and appropriate Local Government pay scales for Support Staff.

We will continue to review and monitor our gender pay gap as the Trust grows and evolves.



Ash Ali
Chief Executive Officer

Percentage of men and women in each hourly pay quarter		
	Female	Male
Upper hourly pay quarter	58.2%	41.8%
Upper middle hourly quarter	65.3%	34.7%
Lower middle hourly quarter	72.5%	27.5%
Lower hourly quarter	72.5%	27.5%
Mean and median gender pay gap using hourly pay		
Mean gender gap using hourly pay	13.5%	
Median gender gap using hourly pay	20.8%	
Percentage of men and women who received bonus pay		
	Female	Male
Percentage of men and women who received bonus pay	0%	0%
Mean and median gender pay gap using bonus pay		
Mean gender pay gap using bonus pay	Not applicable	
Median gender pay gap using bonus pay	Not applicable	
Employee Headcount		
Number of employees used to establish your headcount for gender pay gap reporting, on your snapshot date	263 female employees to 129 male employees	