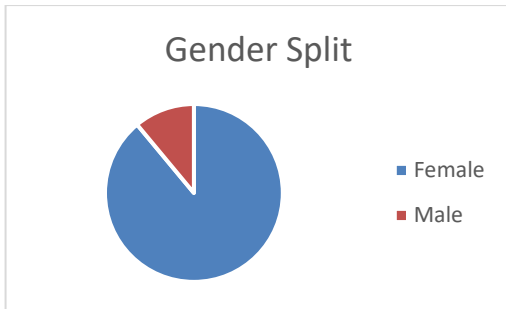


Gender Pay Gap Report 2025

Bourne Alliance Multi Academy Trust in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 is required to publish information to demonstrate how large the pay gap is between our male and female employees.

The information provides a 'snapshot' of the work force as at 31st March 2025, at which date the Trust had:

- A total of 299 staff are included in the full pay data set of which 266 (88.96%) were female and 33 (11.04%) were male.



- Of the 299 'employees', 89 were teaching staff. There were 210 support staff. Support staff include office, site, teaching assistants and extended services (cleaners, breakfast club, mid-day meals supervisors, after school club).

The overall gender pay gap is defined as the difference between earnings of men and women expressed relative to men's earnings. The Trust is required to report on the following:

- Mean (average) gender pay gap in hourly pay
- Median gender pay gap in hourly pay
- Mean (average) bonus gender pay gap
- Median bonus gender pay gap
- Proportion of males and females receiving a bonus payment, and
- Proportion of males and females in each pay quartile

Published Data

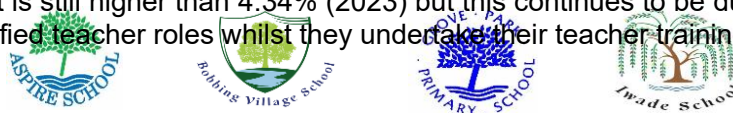
In addition to the overall Trust data, the report includes a breakdown between Teaching and Non-Teaching positions as there is a significant difference compared to looking at the trust as a whole.

1. Hourly Summary for Mean and Median Gender Pay Gap

	Trust 2025	Trust 2024	Trust 2023
Mean	21.15%	20.07%	22.13%
Median	29.48%	30.90%	36.33%

	Teaching 25	Teaching 24	Teaching 23	Non-Teaching 25	Non-Teaching 24	Non-Teaching 23
Mean	8.77%	10.81%	4.34%	-2.11%	-3.51%	-1.06%
Median	7.88%	5.14%	0.00%	0.00%	0.00%	-0.20%

For the trust women's mean hourly rate is 21.15% lower than men's. This is a slight increase from 2024 but remains lower than 22.13% reported in 2023. The gap in the mean hourly rate for teaching staff has fallen to 8.77% from 10.81% but is still higher than 4.34% (2023) but this continues to be due to the trust supporting more women in unqualified teacher roles whilst they undertake their teacher training.



Women's median hourly rate is 29.48% lower than men's. This is lower than 30.90% last year.

2. The proportion of males and females in each quartile pay band

a. Trust

	LOWER QUARTILE			LOWER MIDDLE QUARTILE		
	2025	2024	2023	2025	2024	2023
Male	9.33%	9.59%	9.72%	5.33%	8.33%	4.17%
Female	90.67%	90.41%	90.28%	94.67%	91.67%	95.83%

	UPPER MIDDLE QUARTILE			UPPER QUARTILE		
	2025	2024	2023	2025	2024	2023
Male	10.67%	6.85%	9.72%	18.92%	19.44%	20.55%
Female	89.33%	93.15%	90.28%	81.08%	80.56%	79.45%

b. Teaching (those employed on Teacher pay and conditions)

	LOWER QUARTILE			LOWER MIDDLE QUARTILE			UPPER MIDDLE QUARTILE			UPPER QUARTILE		
	2025	2024	2023	2025	2024	2023	2025	2024	2023	2025	2024	2023
Male	0%	0%	0%	0%	0%	0%	17.65%	9.09%	14.29%	20.00%	20.59%	21.74%
Female	0%	0%	0%	100%	0%	0%	82.65%	90.91%	85.71%	80.00%	79.41%	78.26%

c. Non-teaching

	LOWER QUARTILE			LOWER MIDDLE QUARTILE			UPPER MIDDLE QUARTILE			UPPER QUARTILE		
	2025	2024	2023	2025	2024	2023	2025	2024	2023	2025	2024	2023
Male	9.33%	9.59%	9.72%	5.48%	8.33%	4.17%	8.62%	5.77%	7.84%	0%	0%	0%
Female	90.67%	90.41%	90.28%	94.52%	91.67%	95.83%	91.38%	92.31%	92.16%	100%	100%	100%

Mean (average) bonus gender pay gap

The trust awarded some staff a recognition / thank you payment of £500, this is the same value for all regardless of gender

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	0%	0%

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)	1.77%
Female employees (% paid a bonus compared to all female employees)	3.03%

Supporting Statement

Bourne Alliance Multi Academy Trust recognises that the promotion of equality of opportunity in the workplace is an essential aspect of managing a successful organisation. The workforce across the trust is made up of a variety of different roles such as teachers, teaching assistants, midday supervisors, clerical staff cleaners and other manual roles. This means that there is a broad range of pay rates.

The Trust proactively supports the fair treatment of all staff irrespective of gender or any other protected characteristic through our recruitment process, pay and reward policy and approach to professional development. It should be noted that gender pay gap is not the same as the provision of equal pay for work of equal value. Male and female employees are paid the same for like work:

- Teaching staff are employed on School Teacher's Pay and Conditions, which is reviewed annually nationally and this document together with the Trust's pay and reward policy ensures that teacher's pay is based on their experience and performance, and not because of their gender.



- Senior Leadership pay is based on Teacher's Pay and Conditions in relation to the size of the Trust and Schools, and their annual increase is related to performance both of which are approved by Trustees.
- Support staff are employed on the Bourne Alliance pay Range and the Kent Range terms and conditions. All positions are benchmarked against similar roles and against the evaluated pay framework from the local authority. Staff receive an annual pay award based on a flat rate increase, which allows for progression irrespective of gender. The Trust CEO has oversight of the pay award recommendations to ensure the process is applied equitably across the schools.

Summary

The gender pay gap is a high level indicator of male and female earnings, which is affected by workforce distribution and workforce make-up.

The majority of employees in the Trust are female (88.96%), which is in line with many other primary schools. The reason for the higher male Mean and Median pay rates is mainly due to many roles in the Trust such as midday supervisors, administration and teaching assistants being filled by female employees. This is most likely because these roles are attractive to female employees because they are part time and term time only and provide the opportunity for our female employees to work around their family commitments. Teaching staff show significantly smaller gaps, and in some cases, non-teaching roles show minimal or reversed gaps.

The Trust remains committed to fairness, transparency, and equal opportunities for all employees. The trust is supportive of staff development and many cleaners move into the role of Teaching Assistant and many Teaching Assistants move into the role of Teacher. This allows staff to develop their knowledge and skill and therefore their earning potential.

Pay policies for both teaching and support staff follow established national and local frameworks, ensuring staff are paid equitably based on role, performance, and responsibility—not gender. The Trust actively supports career development, enabling many staff to progress into higher-paid roles over time.

It is the view of the Trust that our gender pay gap reflects the workforce composition rather than highlighting any pay inequalities between male and female staff doing work of equal value.

Bourne Alliance Multi Academy Trust supports all employees through a number of family friendly HR policies and flexible approach to recruitment as can be seen through the number of part-time or jobshare roles for both teaching and non-teaching positions. The Trust provides access to breakfast and after school club at a reduced rate for staff whilst they are working.

I confirm that the report has been prepared from our March 2025 pay data, and represents the gender pay information for Bourne Alliance Multi Academy Trust

