



East Midlands Academy Trust Gender Pay Gap Report (Snapshot date 31/03/2025, reporting year 2025/2026)

Introduction

From 6th April 2017 HMRC introduced legislation that any organisation that has 250 or more employees must publish and report specific figures about their gender pay gap.

This Gender Pay Gap report covers employees in the following schools.

- Castle Academy
- Hardingstone Academy
- Northampton International Academy
- Orchard Academy
- Prince William School
- Shepherdswell Academy
- Stimpson Avenue Academy

and includes employees from the trust central team.

- East Midlands Academy Trust

As part of the legislation for Gender Pay Gap Reporting we, East Midlands Academy Trust must report the following figures.

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

East Midlands Academy Trust Gender Pay Gap Report

The data for this report was captured using our payroll data as of 31st March 2025 (snapshot date).

Mean Gender Pay Gap in hourly pay:

Mean Gender Pay Gap	24.99%	A decrease of 0.43% from last year's snapshot (31/03/2024)
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Median Gender Pay Gap in hourly pay:

Median Gender Pay Gap	34.20%	A decrease of 3.63% from last year's snapshot (31/03/2024)
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Mean Bonus Gender Pay Gap/Median Bonus Gender Pay Gap/Proportion of Men and Women who received a bonus in 2024/2025:

Mean Bonus Pay Gap	98.79%	Median Bonus Pay Gap	0%
Male Bonuses Paid	8	Female Bonuses Paid	9

The bonus figures shown relate to recruitment and retention payments made during the reporting period.

Proportion of Men and Women in each quartile in 2024/2025:

Quartile	Gender	Proportion %	Increase or decrease from last year's snapshot (31/03/2024)
Lower Quartile	Male	7.53%	-2.84%
Lower Quartile	Female	92.47%	+2.84%
Lower Middle quartile	Male	19.86%	+0.74%
Lower Middle Quartile	Female	80.14%	-0.74%
Upper Middle Quartile	Male	30.14%	+2.73%
Upper Middle Quartile	Female	69.86%	-2.73%
Upper Quartile	Male	31.51%	-2.31%
Upper Quartile	Female	68.49%	+2.31%



Equal Opportunities

East Midlands Academy Trust is an equal opportunities employer and does not discriminate on the grounds of sex, sexual orientation, gender reassignment, marriage and civil partnership, race (including ethnic or national origins, colour, or nationality), religion or belief (including lack of belief), pregnancy or maternity, disability, or age.

Building on this commitment, the 2025 snapshot highlights the continued progress we are making in creating strong and inclusive pathways for women across the organisation. Women remain the majority in all four pay quartiles, and this year we have seen a particularly encouraging rise in the proportion of women represented in the upper quartile. This upward movement reflects the growing number of female colleagues stepping into higher-paid roles and leadership positions, demonstrating the positive impact of our ongoing focus on development, progression and opportunity for all.

Narrative

As of 31st March 2025 East Midlands Academy Trust's staff were 77.74% female (an increase of 0.43% from 2023/24) and the remaining 22.26% male (a decrease of 0.43% from 2023/24). It is not unusual for a high proportion of the workforce in education to be female as the sector is recognised for its flexibility and work-life balance. East Midlands Academy Trust actively supports work life balance through the adoption of procedures and processes in relation to the Work and Families Act 2006 such as our flexible working request process which is a crucial factor for female employees influencing the continuation of their employment within the trust.

In line with this, the 2025 snapshot shows that women continue to be strongly represented across all areas of the Trust, with a particularly positive increase in the proportion of female colleagues in the upper quartile. This reflects the ongoing movement of women into higher-paid roles and leadership positions, supported by the Trust's commitment to creating an environment where progression, development and flexibility enable colleagues to build long-term careers with us. These trends highlight the impact of our continued focus on supporting women at every stage of their employment and ensuring that opportunities for advancement remain accessible and inclusive.

Commitment from East Midlands Academy Trust

1. We are committed to further reducing our gender pay gap over the next 12 months and on an ongoing annual basis thereafter.
2. We will continue to prioritise employee retention by supporting and encouraging internal progression, alongside the effective use of our EMAT Training Hub.
3. We will continue to increase pay for employees within our lower pay quartile to support fair and equitable remuneration.