



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

### Introduction

From 6<sup>th</sup> 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 2026 (snapshot date).

#### **Mean Gender Pay Gap in hourly pay:**

Mean Gender Pay Gap	22.84%	A decrease of 2.15% from last year's snapshot (31/03/2025)
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**Median Gender Pay Gap in hourly pay:**

Median Gender Pay Gap	28%	A decrease of 6.2% from last year's snapshot (31/03/2025)
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**Mean Bonus Gender Pay Gap/Median Bonus Gender Pay Gap/Proportion of Men and Women who received a bonus in 2025/2026:**

Mean Bonus Pay Gap	50.90%	Median Bonus Pay Gap	0%
Male Bonuses Paid	5	Female Bonuses Paid	14

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

**Proportion of Men and Women in each quartile in 2025/2026:**

Quartile	Gender	Proportion %	Increase or decrease from last year's snapshot (31/03/2025)
Lower Quartile	Male	16.03%	+8.50%
Lower Quartile	Female	83.97%	-8.50%
Lower Middle quartile	Male	15.27%	-4.59%
Lower Middle Quartile	Female	84.73%	+4.59%
Upper Middle Quartile	Male	29.77%	-0.37%
Upper Middle Quartile	Female	70.23%	+0.37%
Upper Quartile	Male	31.30%	-0.21%
Upper Quartile	Female	68.70%	+0.21%



## Equal Opportunities

East Midlands Academy Trust is an equal opportunities employer, we don't just accept difference – we celebrate it, we support it and we thrive on it.

As an inclusive organisation we actively promote equality of opportunity, the 2025/2026 snapshot shows a continued reduction in both the mean and median gender pay gaps, reflecting positive progress compared to the previous year. Women continue to represent most of our workforce across all four pay quartiles, including the upper quartile, and the overall distribution remains broadly stable year-on-year.

The Trust's bonus pay data reflects a small number of recruitment and retention payments made during the reporting period. The median bonus pay gap remains at 0%, indicating parity at the midpoint, while the mean bonus gap is impacted by individual payment values. We remain committed to supporting fair progression, development and access to opportunity for all colleagues, and will continue to monitor our data to ensure our practices remain transparent, inclusive and equitable.

## Narrative

As of 31st March 2026 East Midlands Academy Trust's staff were 76.90% female and the remaining 23.09% male. 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 2026 snapshot shows that women are not only strongly represented across all areas of the Trust, but we have an increased proportion of female colleagues in the upper quartile. This reflects the positive action taken to provide career pathways for women to progress into higher-paid roles and leadership positions. These trends highlight the impact of our continued focus on values based recruitment and retention strategies to ensure our workforce reflects our community and 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 by monitoring pay data, workforce trends and progression outcomes, and taking action where disparities are identified.



2. We will continue to prioritise employee retention and internal progression, supporting colleagues to develop their careers through access to training, development pathways and leadership opportunities, including the effective use of the EMAT Training Hub.
3. We are committed to increasing pay for employees in our lower pay quartile, including progressing towards ensuring all employees are paid a minimum of £15 per hour, to support fair, equitable and sustainable remuneration across the Trust.