



FINHAM PARK
MULTI ACADEMY TRUST

Gender Pay Gap Report – 2025

Finham Park Multi Academy Trust



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Under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, all UK companies with 250 or more employees are required to publish an annual report detailing their Gender Pay Gap for the preceding year. The data presented in this report reflects the gender pay gap snapshot for Finham Park Multi Academy Trust as of 31st March 2025.

What is the measurement of gender pay?

The Equality and Human Rights Commission distinguishes between equal pay and the gender pay gap as follows:

- **Equal pay** means that men and women performing the same work, or work of equal value, must be paid equally, as stipulated in the Equality Act 2010.
- **The Gender Pay Gap** is the measure of the difference between the average earnings of men and women across an organisation or within the wider labour market, regardless of role

Gender pay gap reporting require employers to complete six key calculations to show the difference in average earnings between male and female employees within their organisation. These are;

1. Mean gender pay gap
2. Median gender pay gap
3. Mean bonus pay gap
4. Median bonus pay gap
5. Proportion of men and women receiving bonuses
6. Proportion of men and women in each pay quartile.

At Finham Park Multi Academy Trust, salaries are determined using the national job evaluation (NJC) scheme. This scheme assesses the role itself rather than the individual in the role, and makes no reference to gender or any other personal characteristics. Therefore, the Trust is confident that individuals in roles of equal value are paid the same.



We are committed to the fair treatment of all staff, regardless of gender, through our transparent recruitment processes, pay structures, and professional development opportunities.

Analysis

Finham Park Multi Academy Trust has eight schools and this report provides data on those employees who are employed under a contract of employment, excluding those staff who are on maternity leave; paternity leave; unpaid leave and long term sickness absence. Agency staff are also excluded.

Current headcount is 786 employees and our workforce is made up of 72.5% female employees.

Growth in staffing numbers over the past year has largely been driven by an increase in female employees across management, teaching, and administrative/support roles. We have also seen a small increase in male employees undertaking administrative and support roles.

Gender	All Staff 2025	All Staff 2024	Admin & Support 2025	Admin & Support 2024	Teaching 2025	Teaching 2024	Management 2025	Management 2024
Female	570	499	350	296	195	181	25	22
Male	216	195	116	95	85	86	15	14
Total	786	694	466	391	280	267	40	36

The gender pay gap is presented in the table below. The calculations are based on two types of averages:

- **Mean Average:** This is calculated by adding all the figures together and dividing by the total number of values. The mean treats each value equally, but it can be influenced by a small number of very high or very low earnings, potentially distorting the result.
- **Median Average:** To calculate the median, all the figures are arranged in numerical order, and the middle value is selected. This average is a better indicator of the 'typical' situation, as it is not affected by extreme values of high or low pay.



Overall, we are pleased to report a reduction in our all staff pay gap compared to the previous reporting period. The median pay gap within the teaching staff group has increased slightly, which reflects changes in the composition of our workforce. In particular, there has been an increase in the number of female teachers at earlier stages of their teaching career which affects the median pay position within this group. Although the majority of the Trust's management role are occupied by women (25 females in management roles compared to 15 males), there is only a small proportion of men in admin and support positions (350 female, compared to 116 male). This is reflected in the mean hourly rate and quartile data where male employees continue to be more represented in the upper pay quartile, while female employees are more strongly represented within administrative and support roles, which are typically paid at lower pay bands.

Staff Group	Mean Pay Gap 2025	Mean Pay Gap 2024	Median Pay Gap 2025	Median Pay Gap 2024	Lower Quartile (%) 2025		Middle Lower Quartile (%) 2025		Middle Upper Quartile (%) 2025		Upper Quartile (%) 2025	
					Male	Female	Male	Female	Male	Female	Male	Female
All Staff	16.61% lower for females	17.53% lower for females	32.1% Lower for females	43.4% lower for females	24%	76%	26%	74%	28%	72%	38%	62%
Admin & Support	5.79% lower for females	9.00% lower for females	1.6% lower for females	1.7% lower for females	22%	78%	29%	71%	21%	79%	36%	64%
Teaching	7.56% lower for females	3.70% lower for females	6.5% lower for females	0.0% lower for females	21%	79%	26%	74%	26%	74%	51%	49%
Management	15.09% Lower for females	15.60% lower for females	2.5% lower for females	4.9% lower for females	25%	75%	50%	50%	25%	75%	56%	44%

No bonuses were paid to any member of staff for the reporting period.



We use pay scales for all teachers that are aligned with the School Teachers' Pay and Conditions document, which is reviewed annually. For administrative and support staff, we follow the pay scales set by the National Joint Council for Local Government Services. Staff progress through their respective pay scales based on their grade, with earnings determined by the role they perform, regardless of gender.

Mean Rates of Hourly Pay

Group	All Staff 2025	All Staff 2024	Admin & Support 2025	Admin & Support 2024	Teaching 2025	Teaching 2024	Management 2025	Management 2024
Female	£24.14	£23.25	£13.90	£13.24	£38.04	£35.56	£59.06	£56.65
Male	£28.95	£28.19	£14.75	£14.55	£41.15	£36.93	£69.55	£67.11
Difference	£4.81	£4.94	£0.85	£1.31	£3.11	£1.37	£10.49	£10.47

Median Rates of Hourly Pay

Group	All Staff 2025	All Staff 2024	Admin & Support 2025	Admin & Support 2024	Teaching 2025	Teaching 2024	Management 2025	Management 2024
Female	£14.61	£14.21	£13.09	£12.42	£38.80	£36.78	£58.35	£56.01
Male	£21.53	£25.09	£13.30	£12.63	£41.48	£36.78	£59.82	£58.86
Difference	£6.92	£10.88	£0.21	£0.21	£2.68	£0	£1.47	£2.86

Cultural biases and societal assumptions are a key contributor for the national gender pay gap. For instance, higher paid jobs are less likely to be designed flexibly in order to meet the needs of those with primary caring responsibilities. Finham Park Multi Academy Trust remains fully committed to promoting equality, diversity and inclusion across the organisation. We aim to create a working environment in which all employees are able to reach their full potential.

We support this commitment through:



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- transparent recruitment and selection processes
- nationally aligned and objective pay structures
- equal access to professional development opportunities for all staff
- regular monitoring of workforce data, including gender pay gap reporting.
- reviewing the flexibility available across all of our roles, including management positions

We will continue to review our workforce profile and work closely with the Senior Leadership Team and Trustees to identify opportunities to reduce the gender pay gap over time.

Supporting Statement

I can confirm that the above information has been prepared from our payroll data on the snap shot date and fairly represents the Gender Pay Gap information for Finham Park Multi Academy Trust.

Signed:

CEO/ Executive Headteacher