

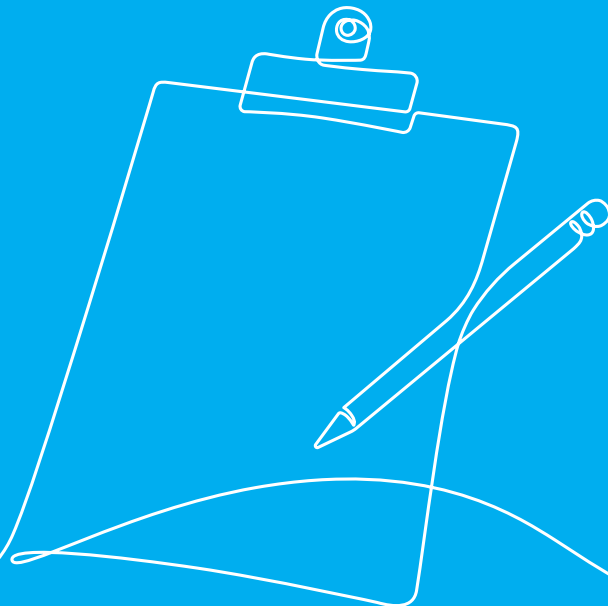


ACHIEVING MORE TOGETHER

# Gender pay gap

## Ormiston Academies Trust

Snapshot data March 2025, published March 2026



## Introduction

Founded in 2009, Ormiston Academies Trust is one of the oldest and largest school trusts in the country, educating over 35,000 pupils in 45 schools with over 5,000 staff. We are one of the few national trusts in the school system with our schools spread across England in diverse locations such as Lowestoft, the Isle of Wight, Grimsby, Runcorn and in the West Midlands.

Our mission is to ensure every child has excellent learning opportunities, inside and outside of the classroom, which enrich their lives and afford them choice and opportunity in the future.

Under *The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017*, we are required to publish our Gender Pay Gap data annually. The Gender Pay Gap (GPG) is an equality measure and is the difference between the average earnings of men and women across an organisation. The data provided must be based on pay as of 31 March from the preceding year.

The Trust employs over 5,200 staff and a total of 4,673 relevant employees were included in the report.

## Difference in hourly rate of pay

	Mean difference in hourly rate of pay	Median difference in hourly rate of pay
March 2024	16.41%	28.50%
March 2025	17.00%	27.60%

## Difference in bonus pay

### March 2025

Mean difference in bonus pay: 0%



 Percentage of females who received bonus pay: 0%

Median difference in bonus pay: 0%



 Percentage of males who received bonus pay: 0%

## Employees by pay quartile

### March 2024

Gender	Upper quartile	Upper-middle quartile	Lower-middle quartile	Lower quartile
 Female	63.23%	67.25%	77.47%	83.43%
 Male	36.77%	32.75%	22.53%	16.57%

### March 2025

Gender	Upper quartile	Upper-middle quartile	Lower-middle quartile	Lower quartile
 Female	63.40%	67.00%	76.50%	85.50%
 Male	36.60%	33.00%	23.50%	14.50%

The median pay gap narrowed by just under 1% compared with March 2024, however the mean gap increased by 0.5%. There has been little change in the proportion of females in upper and upper-middle quartile paid roles. The proportion of females in lower-middle quartile roles decreased by 1% but increased in lower quartile by 2%.

The Trust has published its statutory gender pay gap figures as required, and further detailed analysis and a full gender pay gap report, including actions to address identified gaps, will be published following completion of our ongoing review. This will feature on the Trust website.

I can confirm that the information collated in this report has been drawn from our payroll provider and is an accurate reflection of the position relating to gender pay across the Trust.



**Joanne Dawson, Chief Operating Officer, March 2026**

Signed for on behalf of the Trustees of Ormiston Academies Trust

