



## **Gender Pay Gap Report 2025**

Children First Academy Trust, in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, is required to publish calculations each year showing the pay gap between male and female employees.

# Calculations

## Data

The data used in this report is in accordance with the legislation and covers the snapshot date for academy trusts, being the 31 March 2025.

### Mean gender pay gap

8.3%

This represents the difference between the mean hourly rate that male and female full pay relevant employees receive (as a percentage of men's pay). The figure shows that on average female employees at the Trust receive lower pay than men but the level of grade/position is not considered. Referring to the quartile analysis on the next page it demonstrates that there are a higher number of women employed across the Trust, in particular in the lower quartile grades where salary is, as expected, lower.

In comparison to the Trust's 2024 gender pay report, the mean gender pay gap has increased by 4.7% from 3.6%.

### Median gender pay gap

24.8%

This represents the difference between the median hourly rate that male and female full pay relevant employees receive (as a percentage of men's pay). The figure shows that female employees receive lower pay than men but the level of grade/position is not considered. Referring to the quartile analysis on the next page it demonstrates that there are a higher number of women employed across the Trust, in particular the lower quartile grades where salary is, as expected, lower.

In comparison to the Trust's 2024 gender pay report, the median gender pay gap has increased by 6.5% from 18.3%.

There are fewer males (53) than females (405) working across the trust (those noted as full pay in the month of March 2025). Of those males that do work across the trust, proportionately fewer are paid in the lower pay bandings than in the female contingent. In essence the median pay gap will always be high due to the low number of males employed in the lower paid roles. This is endemic across the education sector.

### Mean bonus gender pay gap

No bonuses were paid to employees during the period.

### Median bonus gender pay gap

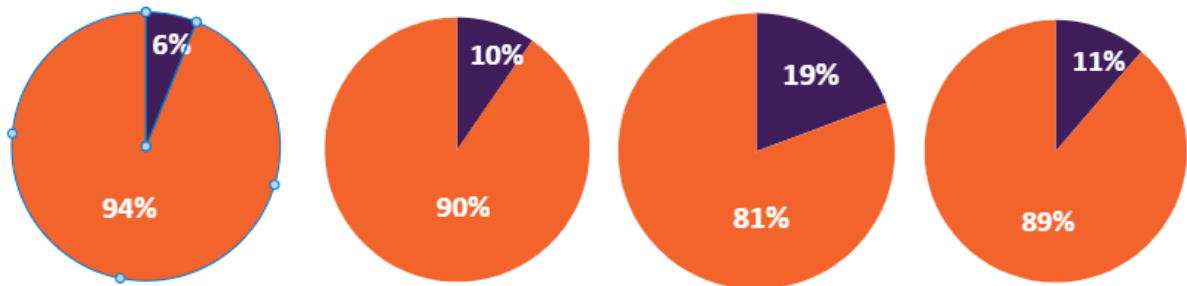
No bonuses were paid to employees during the period.

### Proportion of male and females receiving a bonus payment

No bonuses were paid to employees during the period.

## Proportion of males and females in each pay quartile

Lower quartile   Lower middle quartile   Upper middle quartile   Upper quartile



- Male
- Female

The above charts display that Children First Academy Trust has a much higher proportion of women in all quartiles, particularly in the lower and lower middle quartiles.

All calculations have been prepared in accordance with the Gov.uk guidance.

### Additional Analysis

To provide further clarification on the above results, additional analysis has been undertaken.

The analysis below shows the comparative mean hourly rate within each quartile (as a percentage of men's pay).

	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
<b>Male</b>	100	100	100	100
<b>Female</b>	93	108	100	99



# Written Statement

I confirm that the above information reported is accurate and fairly represents the gender pay gap for Children First Academy Trust.

Children First Academy Trust is committed to the promotion of equality and supports the fair treatment of all staff irrespective of gender.

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**Name: Jane Flynn**

**Position:** Accounting Officer

**Date: 25 February 2026**