



Gender Pay Gap Report

2025



One school, many sites

If you **focus on the system** making the job harder than it should be, then there are plenty of reasons to lose hope.

If you **focus on the people** delivering in spite of it, then there are many reasons to keep on hoping – Ian Frost

www.ebor.academy



Gail Brown
Chief Executive

Our vision is to deliver high quality, rich and engaging education at the heart of our diverse communities. To do this, we are committed to building professional collaborations of best practice across and beyond the Trust. In this way, we seek to enable all our learners to flourish and open doors to their best futures.

Excellence – We recognise that all those who are part of Ebor, whether adult or child, will be supported to achieve excellence in all they do.

Belonging – We act as one organisation and are responsible for supporting each other to achieve the best we can, welcoming the opportunity for growth when appropriate.

Opportunity – We provide learning that is relevant, motivating and engaging that releases a child's curiosity and creativity. We provide career pathways for the adults in our organisation so that everyone can achieve their aspirations and fulfil their potential.

Respect – We acknowledge and celebrate that all people are different and can play a role in the Ebor family whatever their background. We celebrate the diversity within our localities and celebrate the unique characteristics within each setting.

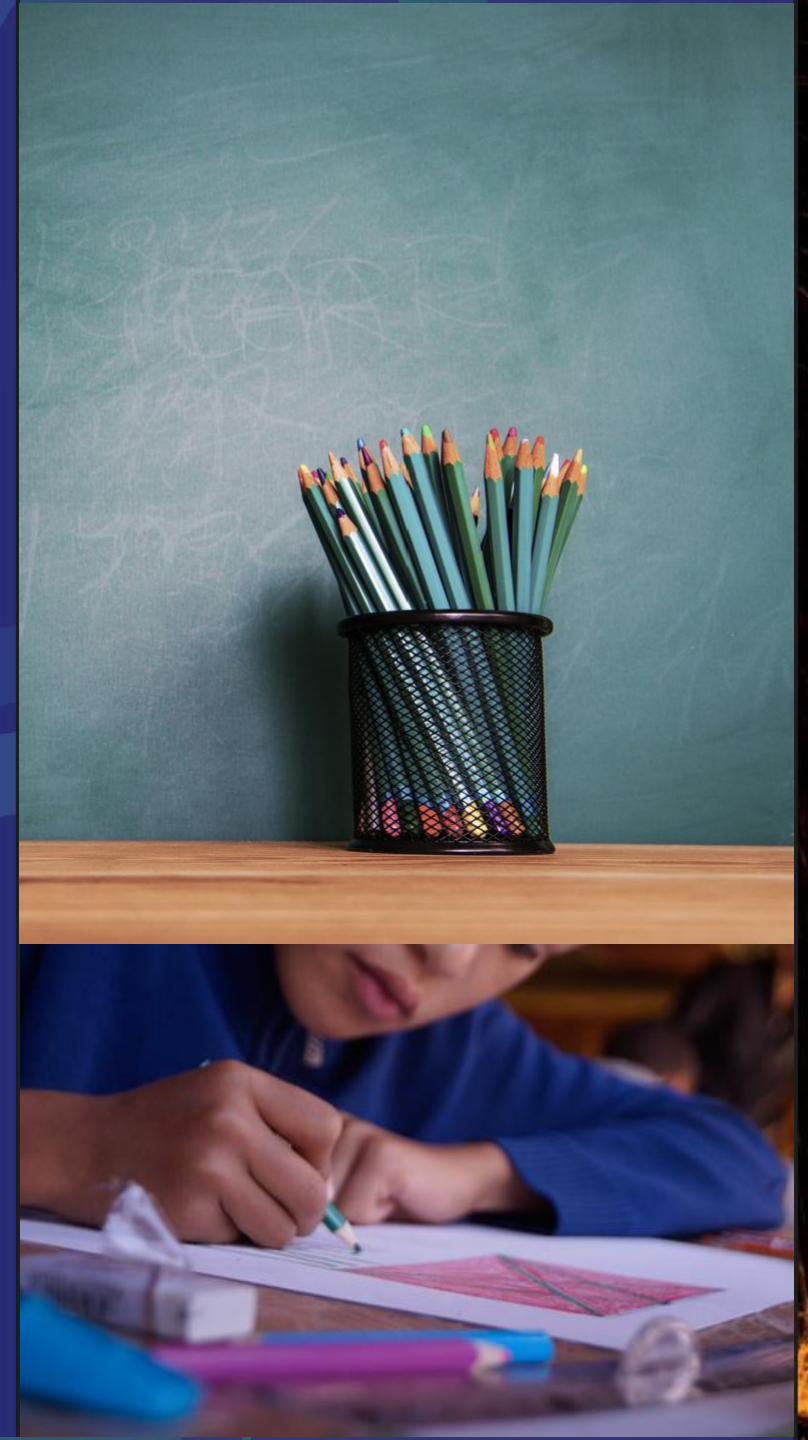


David Wheeler
Director of People
and Culture

As one organisation our approach to Diversity and Inclusion extends to everyone, whether they are staff, children, governors, parents or partners in education. Our statement, below, was compiled in collaboration with our Pupil Parliament to ensure it meets the needs of everyone in and around Ebor Academy Trust.

We act as one organisation working as one school, many sites and supporting each other to achieve the best we can. We are dedicated to fostering a school environment where diversity and inclusion shape every aspect of the educational and professional journey. By celebrating differences and promoting equity, we ensure that every member of our Trust is valued for who they are and we aim to ensure that they feel a sense of belonging through overcoming challenges and celebrating successes together.

Diversity and Inclusion statement





EBOR ACADEMY TRUST

What is the Gender Pay Gap?

The Gender Pay Gap is the difference in pay between men and women explained through various statistics. It is influenced by a range of factors, including the demographics of a company's workforce.

Mean Pay Gap

The mean gender pay gap is the difference in the average hourly pay for women compared to men, within a company.



Median Pay Gap

The median represents the middle point of a population. If you separately lined up all the women and all the men in a company in order of hourly pay, the median pay gap is the difference between the hourly pay rate for the woman in the middle of the data compared to that of the man in the middle of the data.





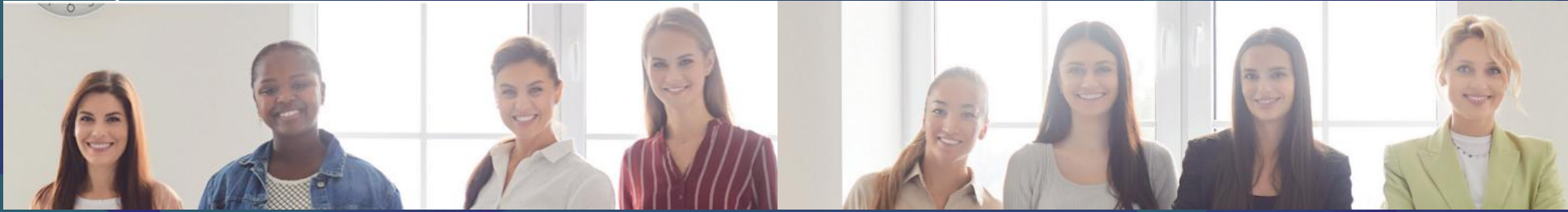
Making Progress

Since our last report, our Trust has appointed more female leaders as Executive Head Teachers. This has created a balance at our most senior level, an area previously held by majority male colleagues.

And Moving Forward

Working with Trade Unions our Trust is aiming to make our people policies gender neutral so that all our staff can access work on an even and level field.





In 2025 Women Represented

93% of our workforce

100% of our executive heads

81% of our highest earners

Our mean average gender pay gap was 16.4%

Our median average gender pay gap was 32.5%



EBOR ACADEMY TRUST

Our Data in Context:

In 2023 our overall gender pay gap was 19.36 and our highest proportion of male employees worked in the upper pay quartile (18.2%). Our median pay gap was 37.07% and better than the sector average by an impressive 6%. The Trust however wanted to do more to reduce the gap and to improve female representation in our upper pay ranges.

In 2025, thanks to a focus on inclusion and an academic year devoted to the working lives of our people, we can see a 4% increase in our female staff in the upper pay quartile.

Further success in closing the gap can be seen in our overall median gender pay gap which has moved from 37.07% in 2023 down to 32.48% in 2025. Over the same time, we have seen the mean gender pay gap reduce from 19.36% in 2023 to 16.4% in 2025. Through combining roles, promoting flexibility at work and encouraging multi-skilling, our lowest paid staff now have more opportunity to take on multiple roles at different pay-grades by working flexibly across the school day.

Our 2025 Data:

Gender Balance		
Pay Quartile	Male	Female
1	2.82	97.19
2	5.65	94.35
3	8.81	91.19
4	14.14	85.86

Gender Pay Gap by Quartile	%
1	0.24
2	0.22
3	3.93
4	5.6

Gender Pay Gap	%
Median	32.48
Mean	16.4

Declaration We confirm that the information and data reported are accurate and in line with the UK Government’s Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

David Wheeler
(Director of People & Culture)