



Belonging

Gender Pay Gap Report & Action Plan

2026



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.

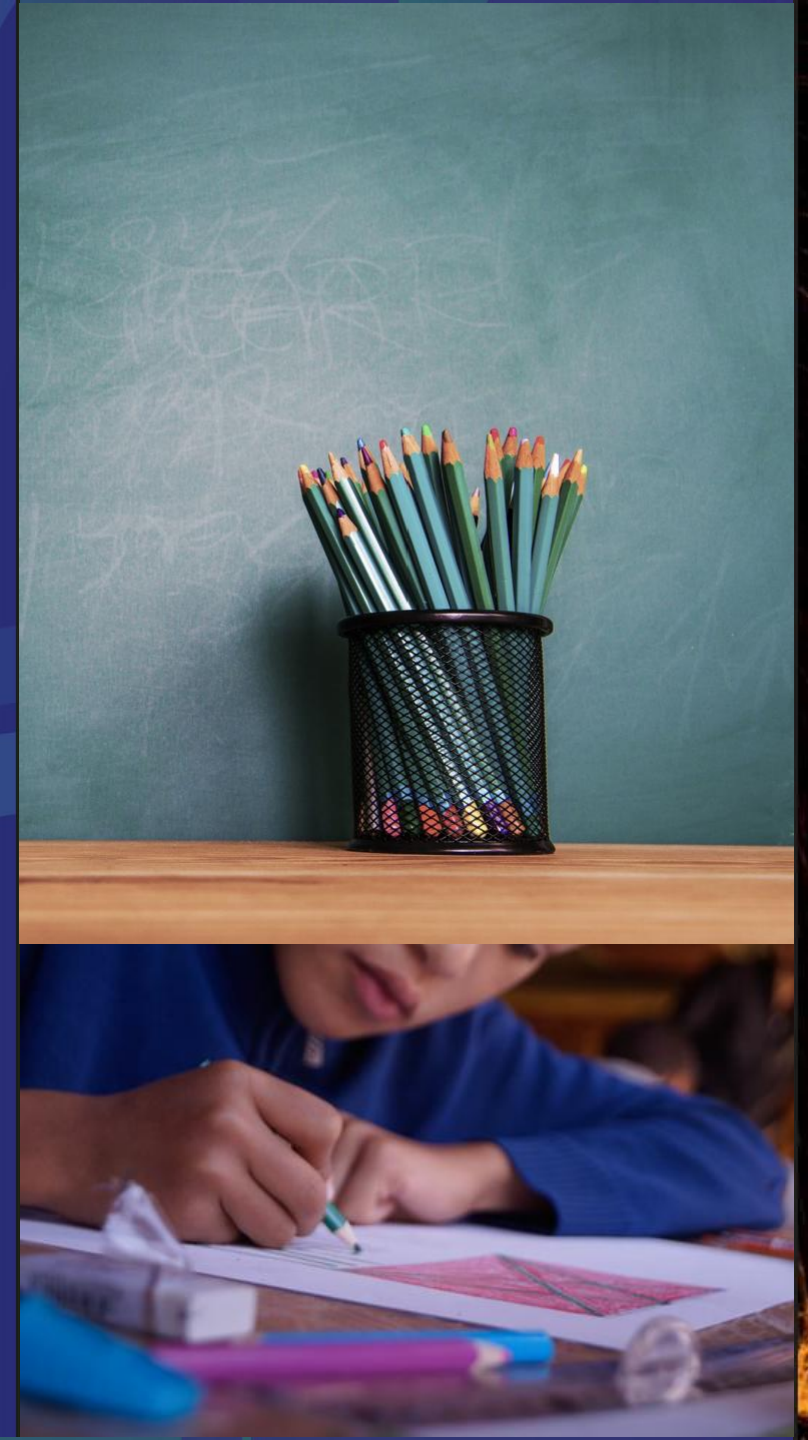


David Wheeler
Director of People
and Culture

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.





Our Workforce In Context

Ebor Academy Trust workforce is predominantly female, reflecting staffing structures typical of the education and multi-academy trust sector. Female employees account for 90.89% (1,127 staff) of the active relevant workforce, while male employees represent 9.11% (113 staff).

Working pattern analysis indicates that 77.50% (961 employees) work part-time hours, while 22.50% (279 employees) work full-time hours.

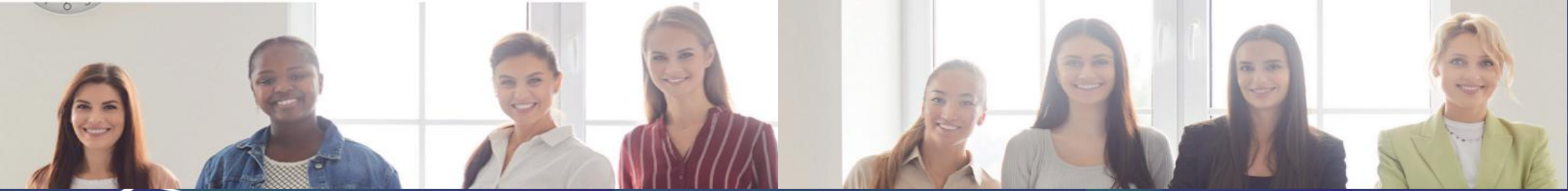
Trust staff do not receive bonus payments, so the bonus gap is 0%.

What This Means For Our Gender Pay Gap

The Trust's statutory gender pay gap analysis demonstrates strong pay equity across the organisation, accounting for differences in hours worked across termtime and full-year roles. The mean hourly pay for female employees is £19.23 compared with £19.00 for male employees, representing a -1.25% gender pay gap, meaning women earn slightly more on average.

The median hourly rate is identical at **£14.18** for both sexes, giving a **0.00%** median gender pay gap and demonstrating parity at the midpoint of the pay distribution. Hourly rates range from £10.88 (for apprentices under 21) to £104.53 for female employees, compared with £11.53 to £69.36 for male employees.





Gender Distribution Across Our Pay Scales

Unlike organisations where female representation declines significantly in senior management and executive pay brackets, Ebor Academy Trust retains equal or higher female representation in the Upper Quartile (91.29%) compared to the Lower Quartile (89.62%), driving overall earnings equity.

The Trust's pay quartile analysis of 1,240 employees shows a consistent gender distribution across all four pay bands, closely reflecting the overall workforce composition of 90.89% female and 9.11% male.

Female representation ranges from 89.62% in the lower quartile to 91.56% in the upper middle quartile, with women accounting for 91.29% of employees in the highest-paid quartile. This includes senior leadership roles from Head Teacher to Chief Executive Officer, demonstrating strong female representation across the Trust's highest-paid positions.





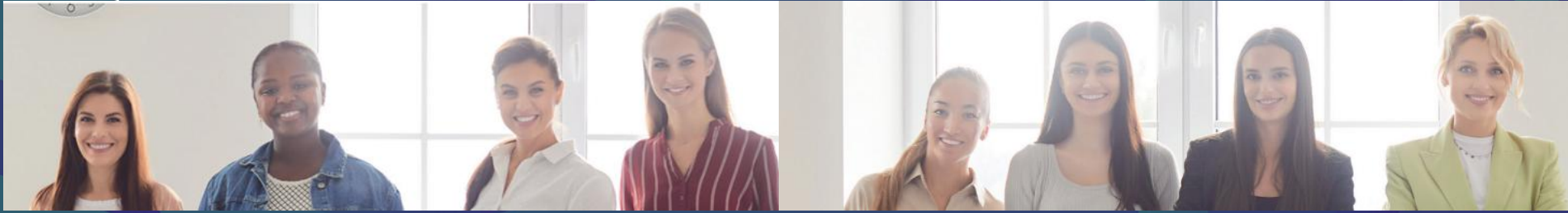
EBOR ACADEMY TRUST

Supporting part-time and part-year working

The Trust's workforce is predominantly part-time, with 77.50% (961 employees) working part-time and 22.50% (279 employees) working full-time, with analysis accounting for both weekly hours and working weeks per year.

Among full-time employees, women earn higher average hourly pay than men (£28.88 compared with £27.71), resulting in a -4.21% mean pay gap and a -14.65% median pay gap, reflecting the strong representation of women in senior leadership roles. For part-time employees, hourly pay is broadly balanced, with a +0.57% mean pay gap and a -1.27% median pay gap.

Overall, the analysis highlights how working patterns and the distribution of senior roles influence pay differences across the Trust.



Ebor Academy Trust Gender Pay Gap Action Plan:

Although statutory figures confirm pay parity, the Trust remains committed to maintaining fair, transparent, and inclusive reward practices. To optimise pay equity and foster professional growth across our workforce, the Trust is committed to the following Gender Pay Gap Actions:

Ongoing Pay Scale Governance:

Continue operating transparent salary structures and structured job evaluation and ensure annual pay progression decisions remain objective, evidence-based, and free from bias.

Promotion of Flexible Leadership Roles:

Support flexible working, job-sharing, and part-time leadership opportunities so that part-time staff can progress into higher pay tiers without structural or organisational barriers.

Inclusive Recruitment and Selection:

Maintain fair and transparent recruitment practices which meet safeguarding standards and equality good practice by utilising balanced interview panels and structured assessment for all recruitment campaigns.

Annual Governance Review:

Report statutory gender pay metrics annually to the Board of Trustees & People, Pay Performance committee to ensure continuous monitoring and governance oversight.

Our 2025 Data:

Statutory Pay Metric	Male Employees	Female Employees	Statutory Pay Gap (%)
Mean Hourly Pay Rate	£19.00	£19.23	-1.25%
Median Hourly Pay Rate	£14.18	£14.18	0.00%
Minimum Hourly Pay Rate	£11.53	£10.88	N/A
Maximum Hourly Pay Rate	£69.36	£104.53	N/A

Pay Quartile Band	Hourly Pay Range	Male Headcount (%)	Female Headcount (%)	Total Employees
Lower Quartile (Q1)	£10.88 – £13.74	33 (10.38%)	285 (89.62%)	318
Lower Middle Quartile (Q2)	£13.74 – £14.18	27 (8.88%)	277 (91.12%)	304
Upper Middle Quartile (Q3)	£14.18 – £23.78	26 (8.44%)	282 (91.56%)	308
Upper Quartile (Q4)	£23.78 – £104.53	27 (8.71%)	283 (91.29%)	310



Our 2025 Data:

Working Pattern	Male Count	Female Count	Male Mean (£)	Female Mean (£)	Male Median (£)	Female Median (£)	Mean Gap (%)	Median Gap (%)
Full-Time	25	254	£27.71	£28.88	£25.36	£29.07	-4.21%	-14.65%
Part-Time	88	873	£16.52	£16.43	£13.95	£14.13	+0.57%	-1.27%
Combined Workforce	113	1,127	£19.00	£19.23	£14.18	£14.18	-1.25%	0.00%

Statutory Declaration

The content of this report is certified to meet the requirements of the Equality Act 2010 and is submitted with the following declaration.
I confirm that the statutory gender pay gap metrics published in this report are accurate and have been calculated in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Authorised Signatory:

David Wheeler
Director People & Culture

Date of Publication: 26th October 2026

This report is based on workforce data from 1st April 2026.