



EBOR ACADEMY TRUST

Gender Pay Gap Action Plan

2025/6

Introduction

This Gender Pay Gap Action Plan has been developed in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. It supports our statutory reporting obligations and reflects our commitment to advancing equality, diversity and inclusion across our primary education setting.

As an employer of teachers, leadership staff and support staff, we recognise that structural, occupational and cultural factors may contribute to gender pay disparities. This plan sets out the strategic actions we will take to address these factors in a sustainable and measurable way.

We have made demonstrable progress in reducing our gender pay gap, which has decreased from 19.36% to 16.4% over the past two reporting years. This reflects the positive impact of steps already taken to improve fairness in pay and progression. However, we recognise that further work is required to sustain this trajectory and address underlying causes.





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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.

Organisational Commitment

The Governing Body/Trust Board and Senior Leadership Team are fully committed to:

- Promoting equality of opportunity across all staff groups
- Ensuring fairness and transparency in pay, progression and reward
- Embedding inclusive practice within our organisational culture and values
- Meeting both our legal obligations and our wider public sector equality duties



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.



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Key Strategic Actions

Inclusive Recruitment and Attraction

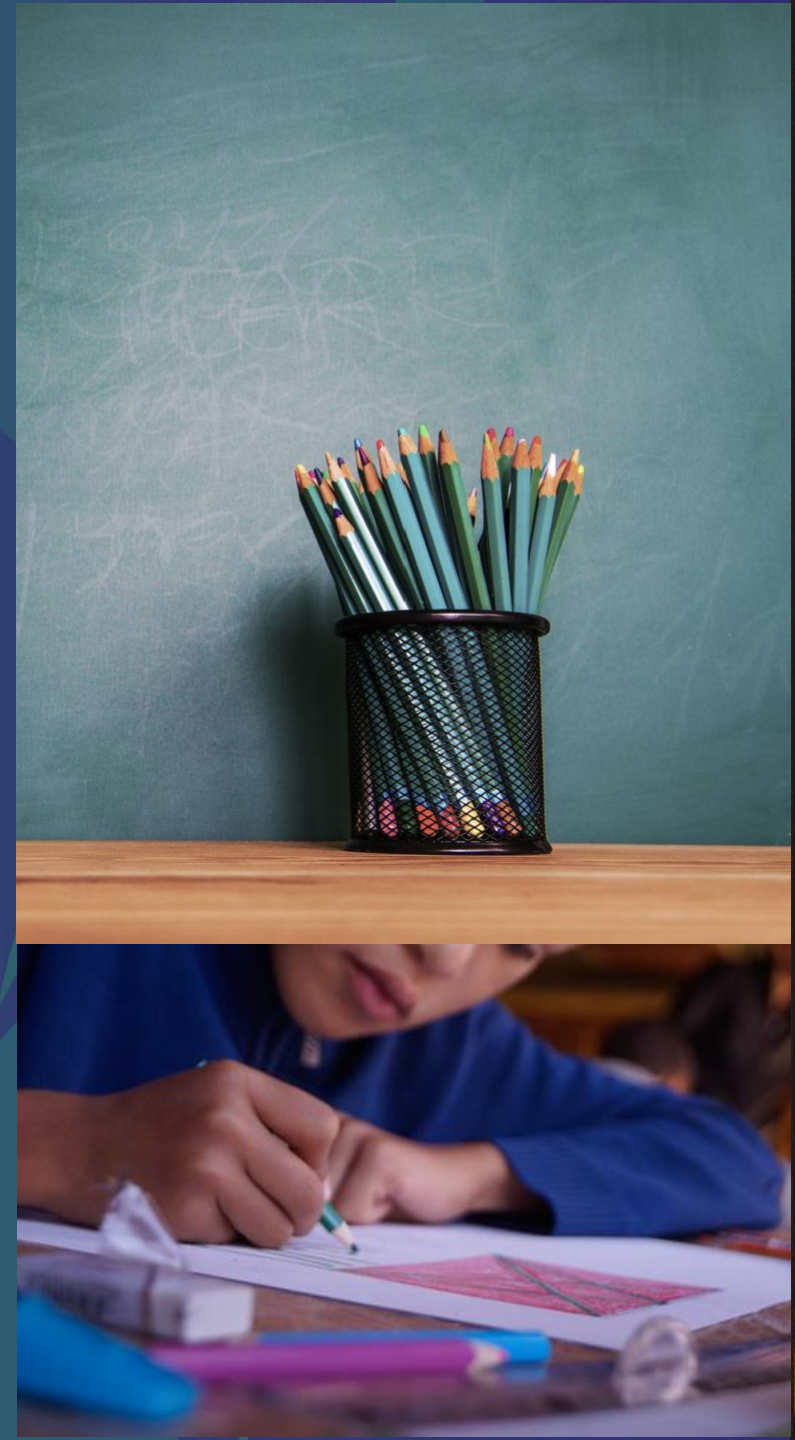
We will strengthen inclusive recruitment practices across teaching and support roles by:

- Ensuring all job advertisements use inclusive, gender-neutral language
- Promoting roles in a way that supports diverse applicants, including underrepresented groups
- Monitoring diversity data at each stage of the recruitment process (application, shortlisting and appointment)

Equality Impact Assessments (EIAs)

We will implement a consistent approach to Equality Impact Assessments by:

- Undertaking EIAs for all significant organisational changes, including restructures, staffing models and policy revisions
- Ensuring that decisions relating to workforce deployment and resource allocation do not disproportionately impact any gender



Workforce Data, Monitoring and Policy Review

We will improve our use of workforce data to inform decision-making by:

- Tracking gender representation across roles, grades and leadership positions
- Monitoring recruitment, retention, progression and turnover data
- Reviewing all people-related policies to ensure they are equitable and inclusive in practice

Fair Progression, Succession Planning and Talent Development

To address potential barriers to progression, particularly into leadership roles, we will:

- Implement structured succession planning across teaching and leadership roles
- Develop and utilise diverse talent pools for promotion and development opportunities
- Ensure promotion and acting-up opportunities are transparent and based on clear, objective criteria
- Introduce measures to mitigate unconscious bias in selection and progression decisions





Flexible Working Practices

Recognising the importance of flexible working within the education sector, we will:

- Enhance our flexible working policy to simplify the application process
- Expand access to flexible working arrangements, including part-time, job share and flexible leadership roles
- Promote flexible working as a viable option at all levels, including senior leadership positions

Pay Transparency and Consistency

We will strengthen pay governance by:

- Reviewing pay policies to ensure clarity and transparency between roles and grades
- Ensuring consistent application of national and local pay frameworks (including teachers' pay where applicable)
- Conducting regular internal pay reviews to identify and address any gender-based disparities





Wellbeing, Women's Health and Family Support

We will enhance staff wellbeing provision with a particular focus on gender-specific needs by:

- Providing targeted support relating to menopause and women's health
- Strengthening support for staff during early family life, including maternity, paternity and return-to-work arrangements
- Promoting access to wellbeing resources and support services across all staff groups

Embedding Equality, Diversity and Inclusion

We will adopt a whole-organisation approach to equality, diversity and inclusion by:

- Embedding inclusive principles within our organisational values and behaviours
- Ensuring that policies, communications and leadership practices reflect our commitment to inclusion
- Providing training and development to increase awareness and capability among staff and leaders



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Occupational Health and Early Intervention

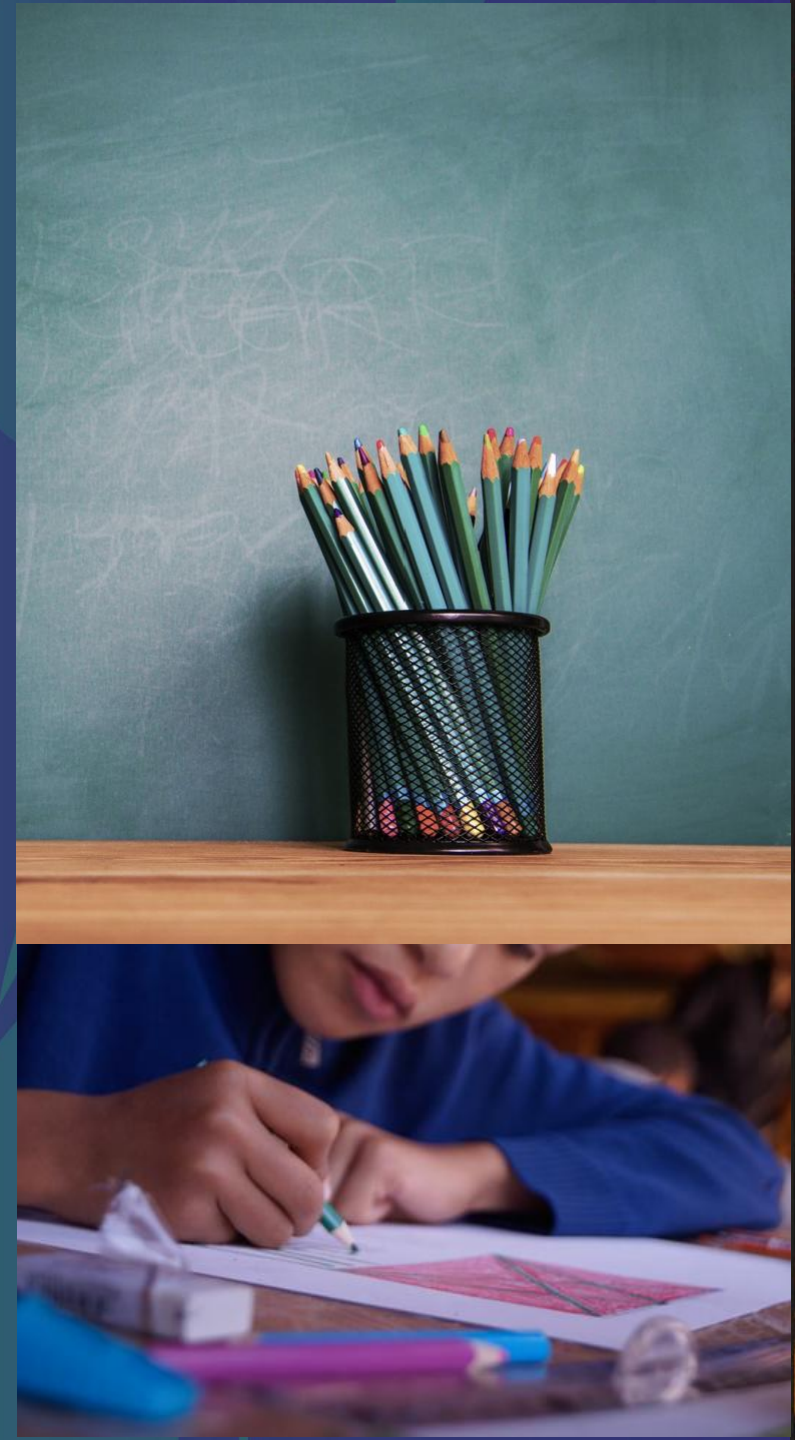
We will strengthen occupational health and employee support by:

- Ensuring early access to occupational health support for staff at the point of need
- Providing appropriate support for staff experiencing long-term illness
- Facilitating timely and reasonable workplace adjustments

Supportive Attendance Management

We will revise our attendance management approach to ensure it is supportive and inclusive by:

- Shifting the focus from absence monitoring to supporting sustained attendance and wellbeing
- Equipping leaders and line managers with guidance to conduct supportive, sensitive conversations
- Ensuring consistent and fair application of attendance procedures





Governance and Accountability

Delivery of this action plan will be overseen by the Senior Leadership Team and Governing Body/Trust Board.

Progress will be:

- Monitored through defined metrics and workforce data
- Reviewed annually alongside statutory gender pay gap reporting
- Reported transparently to governors, staff and other stakeholders as appropriate

Measuring Impact

We will assess the effectiveness of this plan through:

- Continued reduction in the gender pay gap, building on the improvement from 19.36% to 16.4%
- Improved gender representation across leadership and higher-paid roles
- Increased uptake of flexible working arrangements
- Positive staff feedback relating to inclusion, wellbeing and fairness

We will also benchmark progress year-on-year to ensure sustained improvement and identify any areas requiring targeted intervention.





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In Conclusion

Review and Continuous Improvement

This action plan will be reviewed on an annual basis to ensure it remains aligned with regulatory requirements, sector expectations and organisational priorities. Adjustments will be made in response to workforce data, staff feedback and emerging best practice within the primary education sector.

This action plan demonstrates our commitment to fostering a fair, inclusive and supportive working environment within our primary education setting, enabling all staff to thrive and contribute effectively to pupil outcomes.

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%