



Gender Pay Gap Report

Ebor Academy Trust
March 2024



Foreword

At Ebor Academy Trust, 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.

The gender pay gap proves to be a significant challenge to the education sector and unlike other areas of employment, the solution is not simply to provide more opportunities for female leaders. Our staff are paid the same regardless of gender however we must work to address the differences which are evident from our gender pay gap data. Our focus must be across the entire workforce, with an overall reward and opportunity offer designed around fairness and equity.

Last year we celebrated a narrowing of the gender pay gap and this year we continue to see improvements in key areas of pay equity. Centrally driven pay increases have led to a slight overall increase in the pay gap this year however it is encouraging to see equity across the first three pay quartiles, which will support our positive action in the top quartile. We hope to see the outcome from that in the 2025 gender pay gap report.

This year we have chosen to report on median pay gap by quartile and to review our pay equity with and without the influences of apprenticeship pay. This transparency is part of Ebor Academy Trust's commitment to workforce equity.



David Wheeler | Director of People & Culture



Gender Pay Gap in Education

The 2024 gender pay gap report is based on a snapshot from March 2024 data, extracted from Human Resources systems and analysed in line with Chartered Institute of Personnel and Development good practice guidance and the reporting requirements of the Gender Reporting Office.

The overall ratio of female to male staff is in excess of 90% and this covers everyone from the development roles of our career starters, right through to the most senior leadership positions. The trend over the past two years has shown this figure increase from 89% to 92% female.

The education sector offers a large number of part time and term time only positions which provides an excellent basis for staff who value work life balance for child-care or family caring reasons. In line with national social trends, this type of work appeals to women more that it does to men and our workforce data strongly supports this. We have however seen a considerable increase in shared parental leave and in male staff taking career breaks. Our flexibility of employment as part of our People Strategy actively encourages and supports all of our staff to take a balanced approach to work and family life.

Last year Ebor committed to addressing the pay gap in the upper quartiles. Having seen a negative pay gap in the lower quartile, it is encouraging to see that this year there is equity across quartiles 1 to 3 (albeit a balance of negative and positive at an individual level). This is a positive step in the right direction and supports the work that has taken place to narrow the gap in the upper quartile. This work aims to deliver an improvement in the 2025 gender pay review.



Ebor Academy Trust diversity and inclusion statement:

We are one organisation working as one school, many sites and supporting each other to achieve our very best. We are dedicated to fostering an ethos where diversity and inclusion shape every aspect of the educational and professional journey for the adults and children within the Ebor team. As a family of schools, we recognise our responsibilities in educating our pupils, our staff and the communities we serve in celebrating differences and promoting equity, to ensure that every member of our Trust is valued for who they are. We aim to ensure that people feel a sense of belonging through overcoming challenges and celebrating successes together.



Our Gender Pay Gap Data

MALE & FEMALE PROPORTION BY QUARTILE 2024:



Pay Quartile	Gender %	
	Male	Female
1	5.26	94.74
2	9.28	90.72
3	11.42	88.58
4	22.42	77.58

OVERALL GENDER PAY GAP 2022-4:

Gender Pay Gap	2022	2023	2024
Overall Mean	19.6	19.36	23.1
Overall Median	30.35	37.07	37.01
Q1 Mean		-2.06	-6.9
Q1 Median			-1.72
Q2 Mean		0.44	0
Q2 Median			-1
Q3 Mean		5.25	6.3
Q3 Median			8.27
Q4 Mean		5.29	5.6
Q4 Median			1.85

Data In Context



- Our Mean Gender Pay Gap has increased by 3.74% since 2023
- Our lowest quartile has a zero pay gap when our apprentice colleagues are removed from the group and -6.9% when all staff are considered
- Our lowest 2 quartiles have a small negative median gender pay gap of -1.36%. Most of our colleagues fall into this pay range
- The first 3 quartiles level out to a zero pay gap when they are considered as a whole group.
- We continue to offer direct employment contracts to cleaning and maintenance colleagues, so they have stability of employment and fair pay and conditions. They are all considered in this report
- We have chosen to report both mean and median figures across the report as part of our commitment to transparency
- Work has taken place to narrow the gap in the upper quartile and create a greater equity in our strategic and leadership teams. This will be reflected in the 2025 report



Future Plans

2024 is the year of Ebor People and builds on the Trust's past 10 years of development as we move closer to our aim of being a truly excellent place to work.

This year we have taken on more apprentices at the start of their careers and have reviewed our leadership structure to provide a greater degree of equity of opportunity within our executive team.

By taking an innovative approach to optimising employee experience, the Trust strives to support people through the different life stages which they experience in parallel to their career journey. This year we have seen more staff taking career breaks, leaders engaging in job-shares, staff sharing parental leave and teachers having a flexible approach to their PPA time.

Pay is one element of our experience at work and the limitations of a gender pay gap report could be to look at pay in isolation. At Ebor we believe the whole experience of the career journey is the true measure of employee engagement and we use it as the basis of our People Strategy. The results are seen in our 90% staff engagement score and low staff turnover which sits at just 6%; well below national and sector average.

This year we continue to develop our policies so that they can be supportive rather than restrictive and so that they are fair as well as focused on delivering the very best for the children in our schools.

The gender pay gap continues to be a challenge to Ebor Academy Trust and to the sector as a whole. However, it is one which we must embrace, and we should work to mitigate its impact in everything that we do.

