

# Gender pay gap report

March 2026

## Introduction

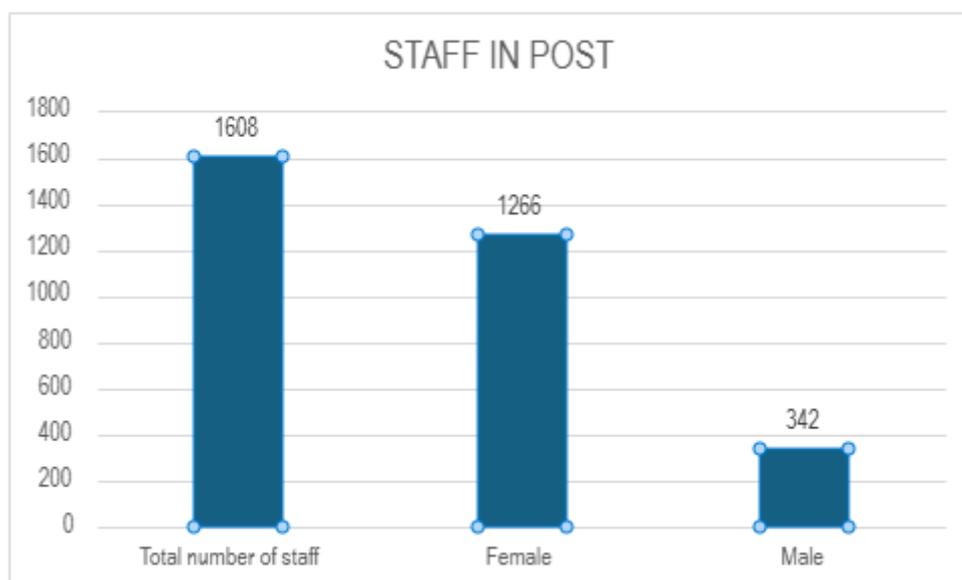
Diverse Academies Trust are required by The Equality Act 2010 (specific duties and public authorities) regulation 2017 to publish specific information on gender pay gaps to show the pay gap between our male and female staff members. This report provides a snapshot from 31 March 2025 of the gender balance within our organisation.

The gender pay gap measures the difference between average male and female hourly pay across the workforce, regardless of role or seniority. It is distinct from equal pay. For clarification, gender pay is not the same as equal pay. Equal pay is about ensuring that people have the same pay, or range of pay, for work deemed of equal value.

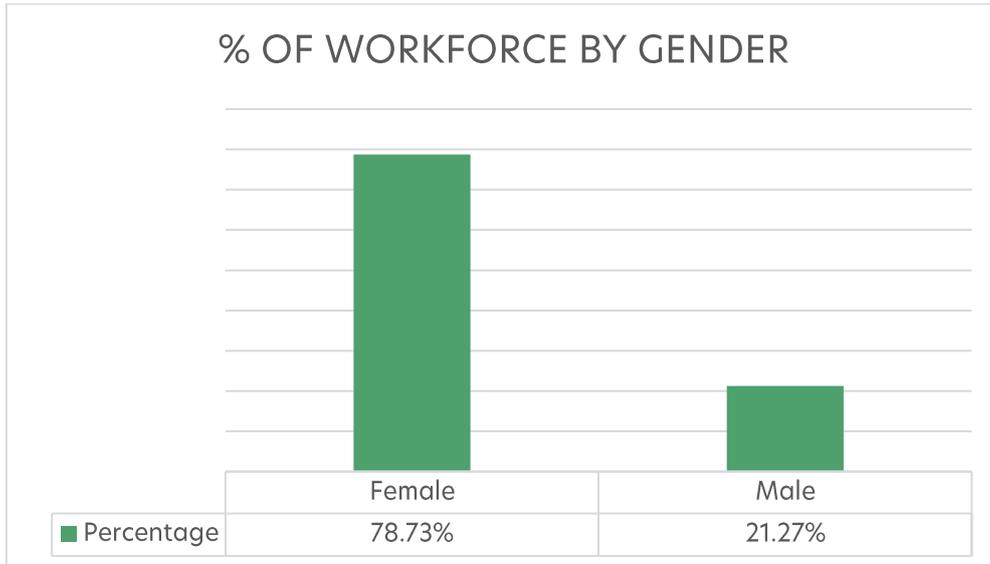
The government provide clear guidance on how to calculate the pay gaps which allows for greater consistency and the opportunity to benchmark against other similar organisations within the education sector.

Diverse Academies Trust educates 8,546 students and employs 1,608 members of staff, which includes casual members of staff, across 17 settings within Nottinghamshire and Lincolnshire. This is an increase of 397 staff members since the March 2025 report.

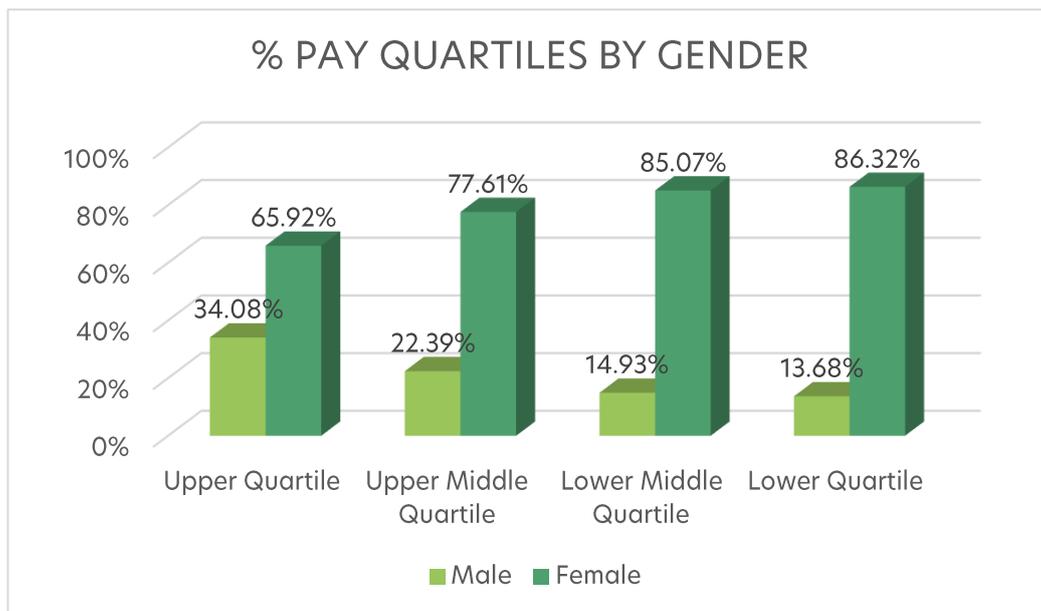
## Number of staff in post for the reporting period



## Gender balance



## Our gender pay gap results



Mean gender pay gap	21.72%	Median gender pay gap	34.13%
Mean bonus gender pay gap	0%	Median bonus gender pay gap	0%
Men who received a bonus	0%	Women who received a bonus	0%

## Understanding the findings

On 31 March 2025, the Trust had a total of 1,608 relevant members of staff, 21.27% were male and 78.73% were female. Compared to 31 March 2024 where we had 1,211 members of staff with balance figures very similar with 78.20% being female and 21.80% male. Therefore, we can see that the workforce remains heavily female dominated which is consistent with education sector norms.

The findings show that the mean hourly rate for female members of staff was 21.72% lower than male members of staff. When reporting in March 2024 the mean female hourly pay gap was 21.51%, so this is a slight increase of 0.22 percentage points for this year.

The proportion of females is greater across all four of the pay quartiles. We believe this contributes to the pay gap in our organisation as the lower quartiles are predominantly made up of females in lower paid roles such as midday supervisors, catering staff, cleaning, administration, and teaching assistants, the lower quartile composition directly influences the mean/median gap. The percentage of females in the lower quartile has decreased by nearly 5% to 86.32% compared to 90.80% in the previous reporting period.

Females have a far higher representation in part-time roles than males, which correlates with lower average hourly earnings. The proportion of part time staff members across the last 2-years are:

- **2024:** 53.01% part-time
- **2025:** 60.05% part-time (increase)

Senior leader pay gap is relatively balanced; the executive leadership team is made up of four females and five males. Within the 17 settings in the Trust there are seven male principals and nine female principals and across our business leadership team there are 3 male and 4 female business leaders. Leadership gender balance is *not* the primary driver of the gap — support staff distribution is. We seek to recruit and promote staff irrespective of gender.

Whilst we do encourage applications from both genders to all our roles those in the lower quartiles typically attract more applications from females in our sector.

When considering the average pay of staff groups across the organisation we can see the following:

Staff group	Male average pay	Female average pay
Executive leaders	£149,973.20	£124,825.00
Senior leaders (P, VP, AP)	£83,301.52	£72,601.74
Business leaders	£70,018.59	£71,841.50
Middle leaders (L scale teachers)	£67,339.27	£65,110.70

Upper pay scale teachers	£50,058.30	£50,121.44
Main pay scale and Unqualified teachers	£39,681.72	£39,392.41
Business function teams	£34,745.31	£38,419.80
Academy teams – Admin, Estates and Ed support	£29,916.11	£27,638.13
Cleaning teams	£24,581.71	£24,650.85
Catering teams	£32,410.19	£25,477.07

The above demonstrates that across all staff groups the average pay of males and females is very balanced apart from Catering teams which is attributed to Secondary Catering Managers all being male.

## Conclusions

The March 2026 gender pay gap results show that our workforce composition continues to be the primary factor influencing the gap. With nearly 79% of our staff being female who remain more represented in lower paid and part-time roles, the structural distribution of roles, rather than unequal pay, drives the difference in average hourly earnings. Although the mean pay gap has increased slightly since March 2025, pay within comparable staff groups remains broadly balanced between males and females.

We have seen some positive movement, including a reduction in the proportion of females in the lower quartile and continued gender balance in leadership roles. Our commitment to fair pay structures, flexible working, and accessible career development pathways remains central to narrowing the gap over time. We will continue to monitor our data, strengthen our recruitment and progression practices, and report annually on our progress.

## How are we supporting gender equality

We are committed to equality of opportunity in recruitment, development, progression, and reward for all our staff, and we value inclusion and diversity. To ensure that we are working to minimise the pay gap where possible we have ensured the following are in place and regularly reviewed:

- Adverts include salary ranges or actual salary.
- Gender neutral language is used in all recruitment programmes and there is a structured scoring system.

- Flexible approaches to work are considered at all levels of the organisation. 60.05% of our workforce are currently part time.
- Staff at all levels are encouraged to take part in both formal and informal training.
- Both full and part time staff are encouraged to take part in formal CPD and training opportunities.
- A wide range of varied CPD is available.
- The impact of inflationary pay stretch has been considered in our pay scales and a levelling framework is being implemented for Business teams, academy administration and facilities teams to ensure that pay is equal, based on role not gender.
- Utilising the apprenticeship levy to support the career progression of colleagues across the organisation.
- Continued commitment to promote internally.
- Continued commitment to our family friendly culture, underpinned by our range of supporting guidance, advice, and policies.

## **Next steps**

- Review our approach to flexible working to consider how we both attract and retain staff, especially females in their thirties\* who tend to leave the sector due to a lack of flexibility.
- Review exit interview data to monitor the rate at which males and females are leaving the Trust and the reasons why.
- Work with job centres to reach a wider demographic.
- Research and review where we advertise to reach a wider audience.
- Continue to improve our induction programme for people who are promoted internally.
- Review our current attraction and recruitment methods to evaluate how inclusive they are to attract a diverse pool of applicants and implement improvements to maximise opportunities to attract and recruit a diverse range of talent from a wider recruitment pool in a cost-effective way.
- Establish clear, structured pathways for professional development and progression for every role in the organisation.

The gender pay gap at Diverse Academies Trust remains largely driven by workforce composition rather than unequal pay. While progress has been made in areas such as flexible working and job levelling, it may be several years before some the required impact.

In the meantime, we are committed to reporting on an annual basis on what we are doing to reduce the gender pay gap and the progress that we are making.



**David Cotton, Chief Executive Officer**

**March 2026**

**INSERT SIGNATURE**

**David Schwarz, Chair of Board**

**March 2026**

\*According to a BBC report August 2024 – based on a report from the New Britain Project