

**KING EDWARD VI  
ACADEMY TRUST  
BIRMINGHAM**

## Gender Pay Gap Report (2025 data)

### Introduction

This report outlines the Gender Pay Gap (GPG) for the King Edward VI Academy Trust, including data analysis and the Trust's aspirations and actions to narrow the gap. As required by law, all organisations employing more than 250 employees must annually submit GPG data and publish the results. This report is based on a snapshot taken on 31<sup>st</sup> March 2025.

### What is the Gender Pay Gap (GPG)?

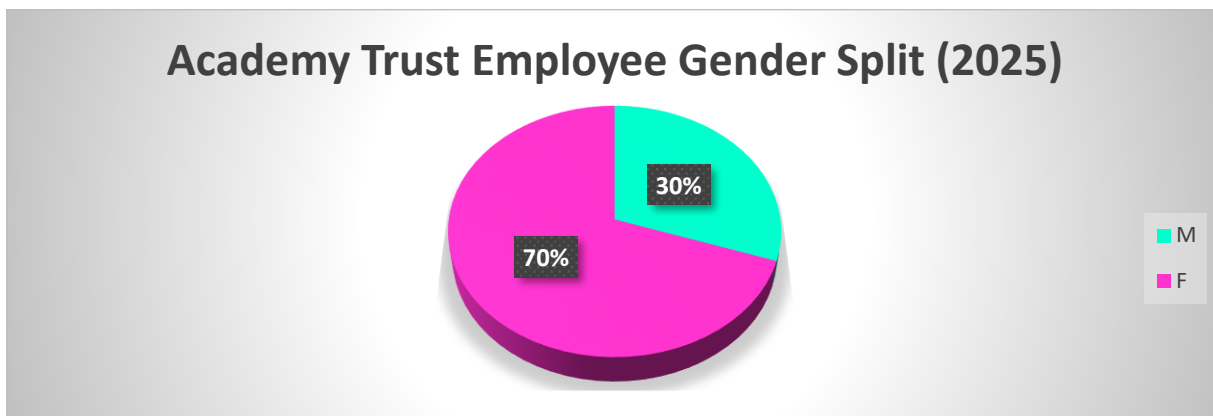
The GPG is the difference between the average hourly earnings of male and female employees within an organisation. Both mean and median figures are published. The mean is calculated by summing all hourly rates of employees and dividing by the number of employees. The median is the middle value when hourly rates are arranged from smallest to largest.

The Trust is committed to ensuring equality and fairness are at the core of its reward system.

### GPG Results

As of 31st March 2025, the Trust employed 1580 individuals, with 1102 (70%) female and 478 (30%) male employees. The gender distribution is illustrated in the pie chart below:

Figure 1



- The mean gender pay gap for the Multi Academy Trust is **15.14%**
- The median gender pay gap for the Multi Academy Trust is **27.57%**

The mean gender pay gap for the Academy Trust of 15.14% is slightly higher than the previous year and higher than the mean gender pay gap for secondary education of 13.1% (ONS, 2024). 2025 figures are not currently available.

## Year-on-Year Comparison

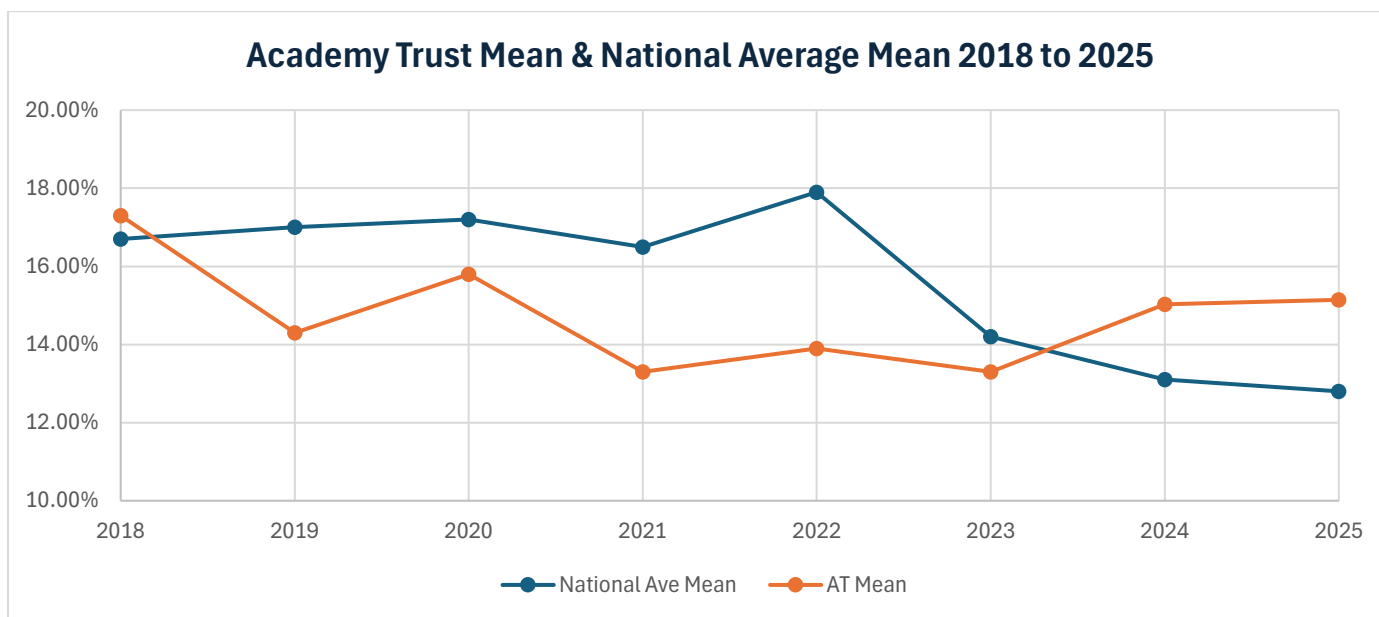
The median hourly pay for females was 27.6% lower than that of males, representing a 0.9% percentage point decrease compared to 2024. The mean hourly pay for females was 15.1% lower than that of males, showing a 0.1% percentage point increase compared to 2024. Since reporting became obligatory in 2018, the mean hourly pay gap has decreased by 2.2% percentage points over 8 years.

Figure 2

Reporting Year	Academy Trust Mean	Academy Trust Median
2025	15.1%	27.6%
2024	15.0%	28.5%
2023	13.3%	26.6%
2022	13.9%	28.7%
2021	13.3%	29.6%
2020	15.8%	22.9%
2019	14.3%	21.7%
2018	17.3%	27.1%

The graph below compares the Trust Mean (AT Mean) with the National Average Mean (National Ave Mean) from 2018 to 2025:

Figure 3



## Pay Quartile by Gender as of March 2025

In this reporting year, females occupied 67.0% of the highest paid posts, an increase of 10% compared to 2024. Females also occupied 68.0% of the lowest paid posts, a decrease of 13.0% compared to 2024.

The table below provides a detailed breakdown of the gender distribution across different pay quartiles:

Band	Male	Female	Description
Q1 Upper Quartile	33.0%	67.0%	Top 25% hourly rates.
Q2 Upper Middle Quartile	34.0%	66.0%	Above median but at or below upper quartile.
Q3 Lower Middle Quartile	37.0%	63.0%	Above lower quartile but at or below median.
Q4 Lower Quartile	32.0%	68.0%	At or below lower quartile.

To further illustrate the gender distribution within each pay quartile, the pie charts below provide a visual representation of the data:

Figure 4

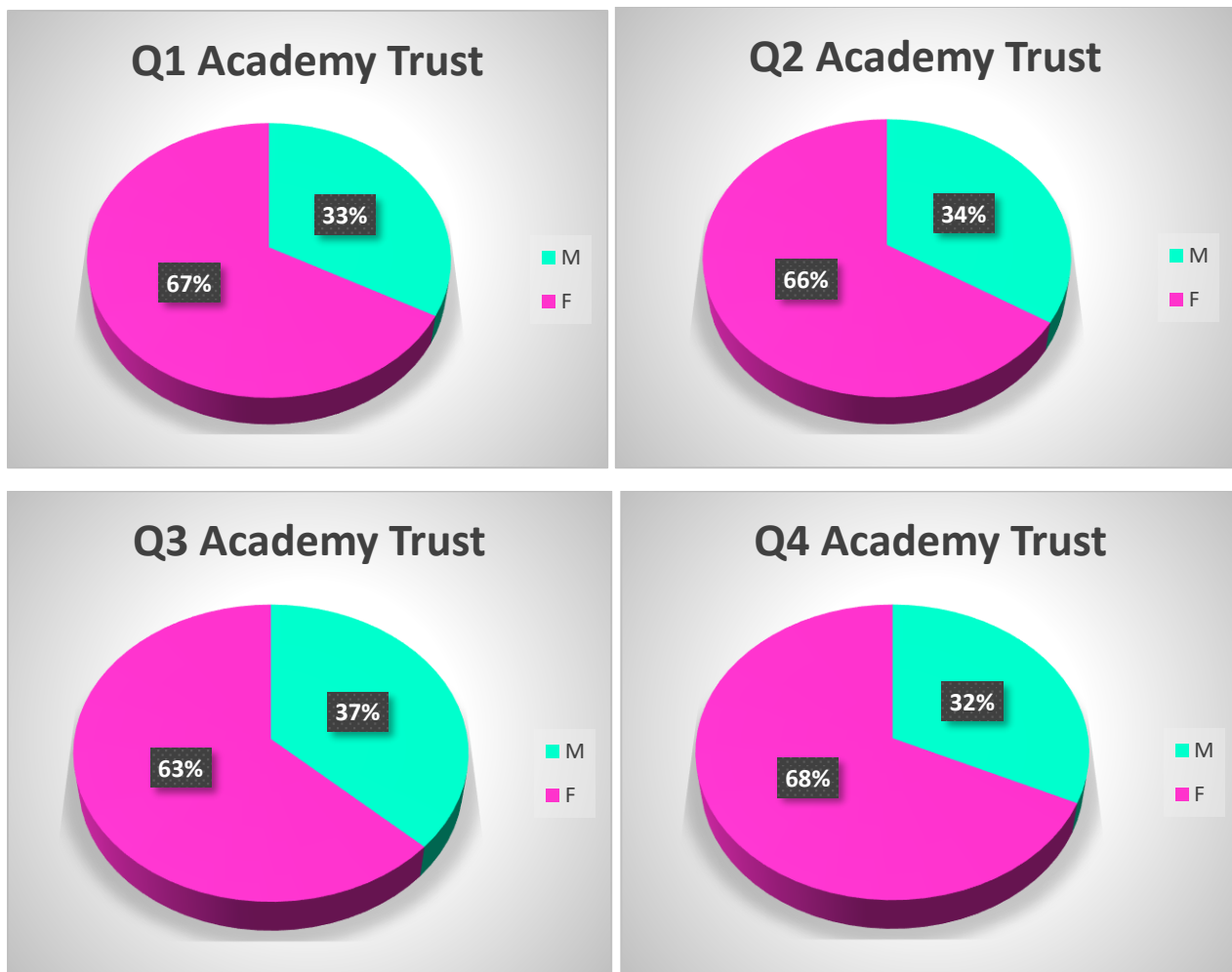
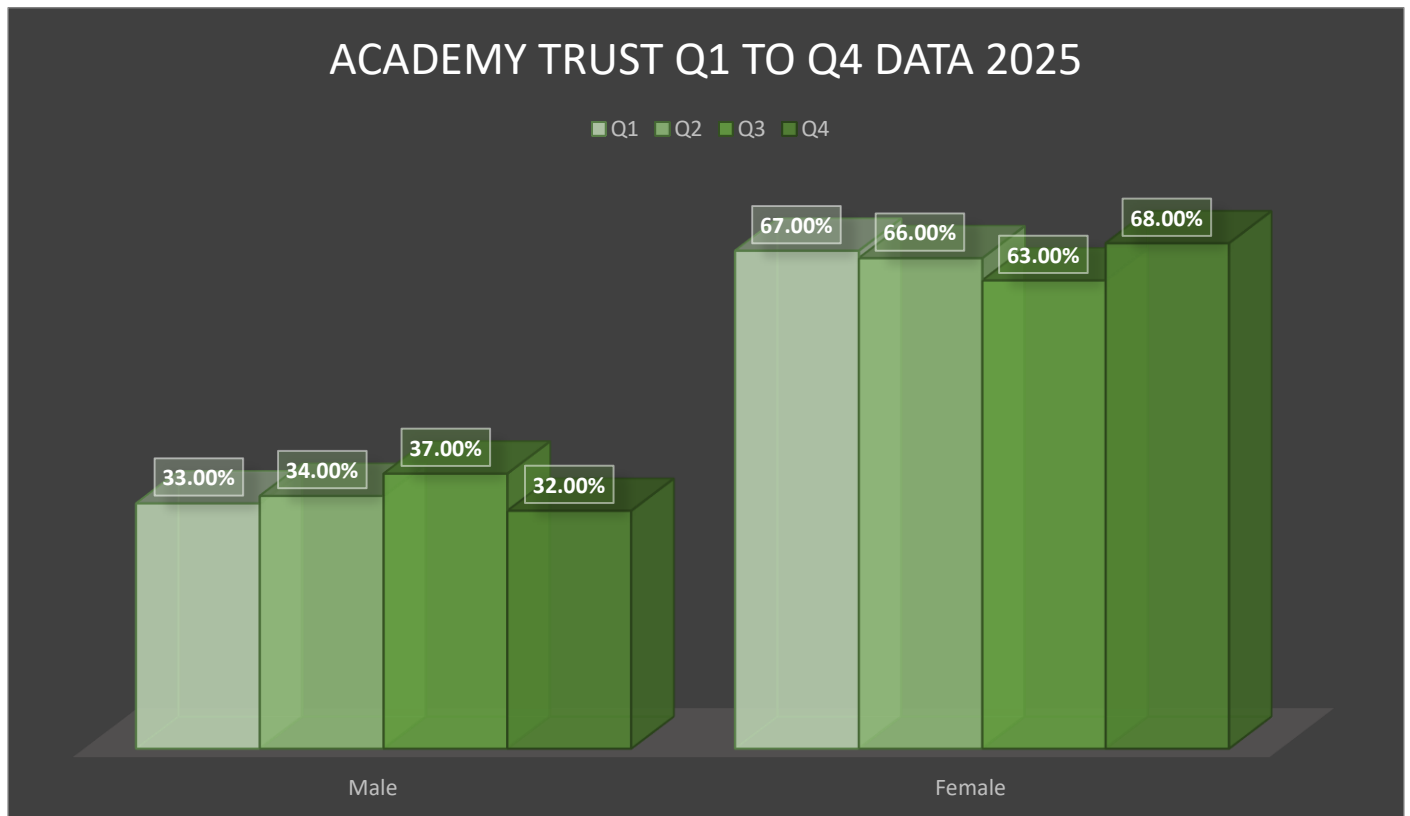


Figure 5



Q1 roles	Headteacher, SLT roles (Directors, Deputy Head, Assistant Head), VMTs
Q2 roles	Middle Leadership roles (Department Heads, Teachers, SENCOs, Subject Leaders, senior professional services)
Q3 roles	Professional Services (IT) and Educational Support (Technicians, Librarians, pastoral support roles, Teaching Assistants, administration)
Q4 roles	Professional Services (facilities roles, administration, cleaners) and invigilators

### Average Hourly Rates by School

Figure 6

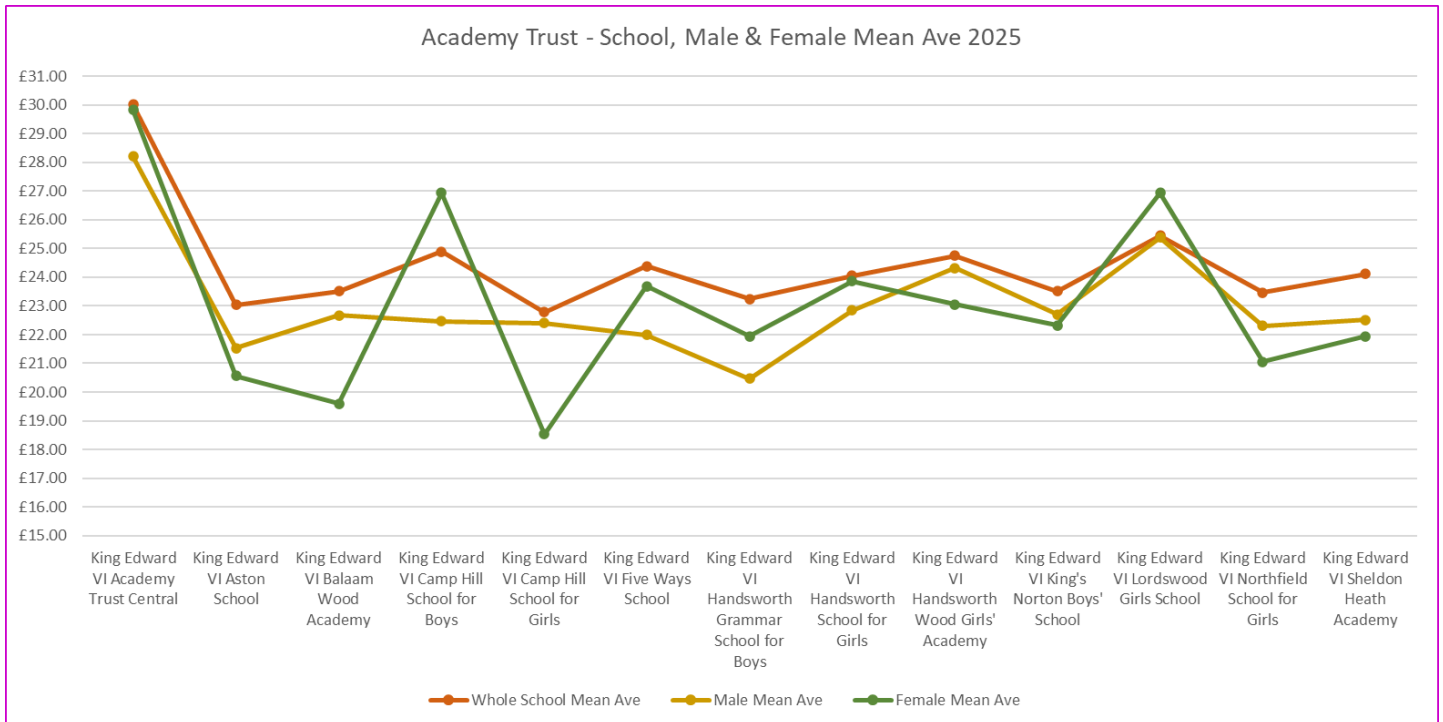
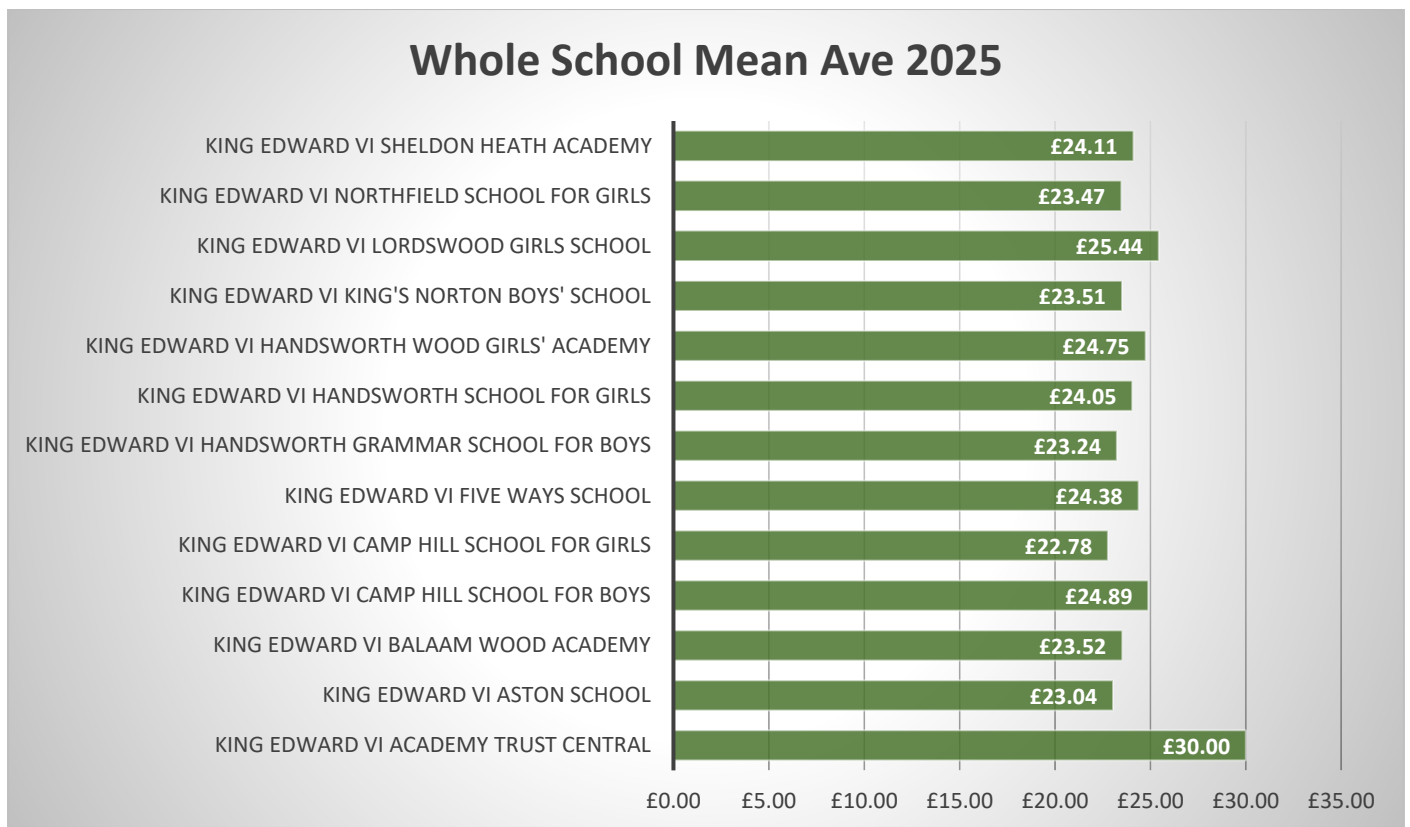


Figure 7



Organisational changes in 2024 introduced three Clusters within the Trust, these have been reported below to show the average mean within each cluster. These each show positive signs, with females outearning males per hour, in several schools.

Figure 8

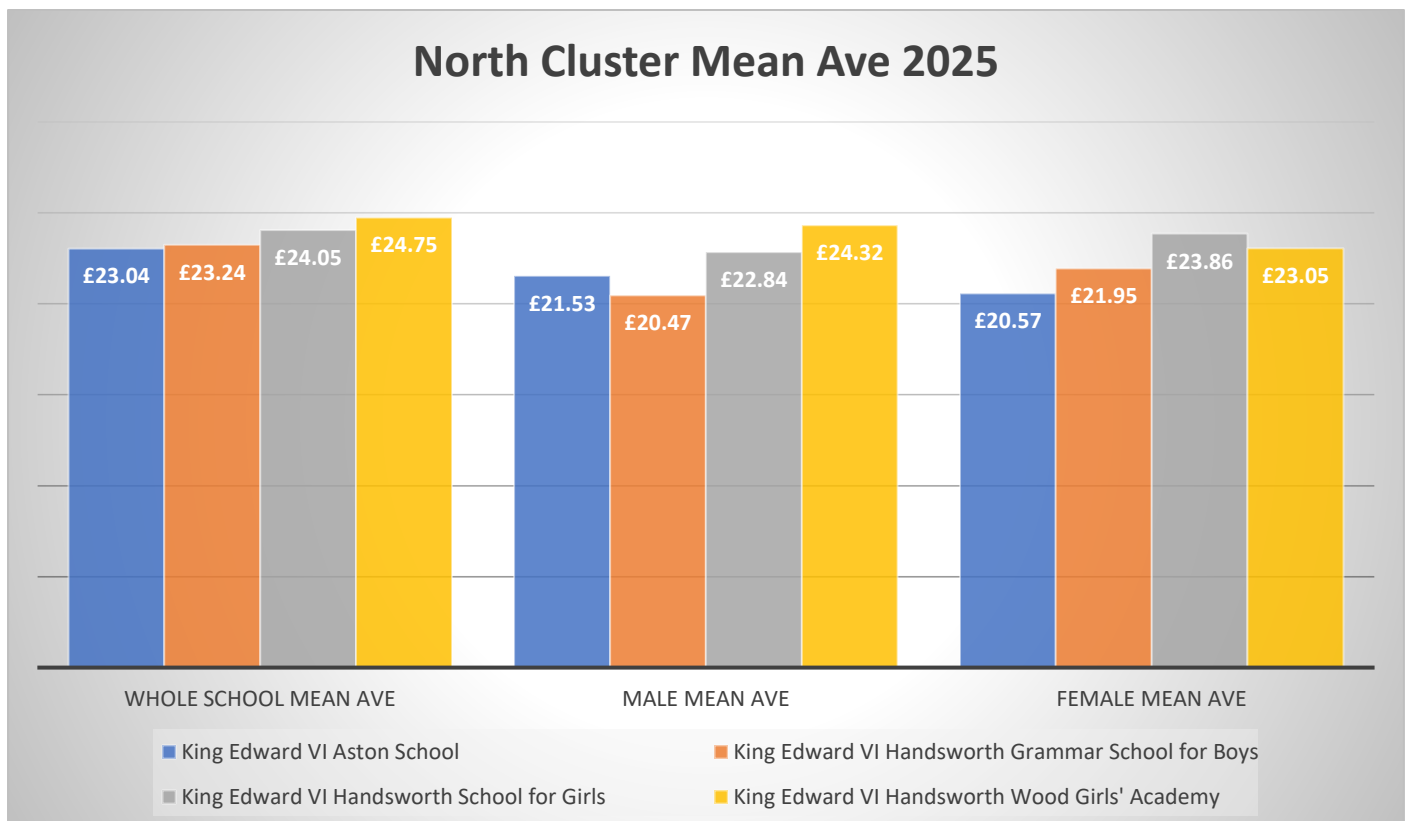


Figure 9

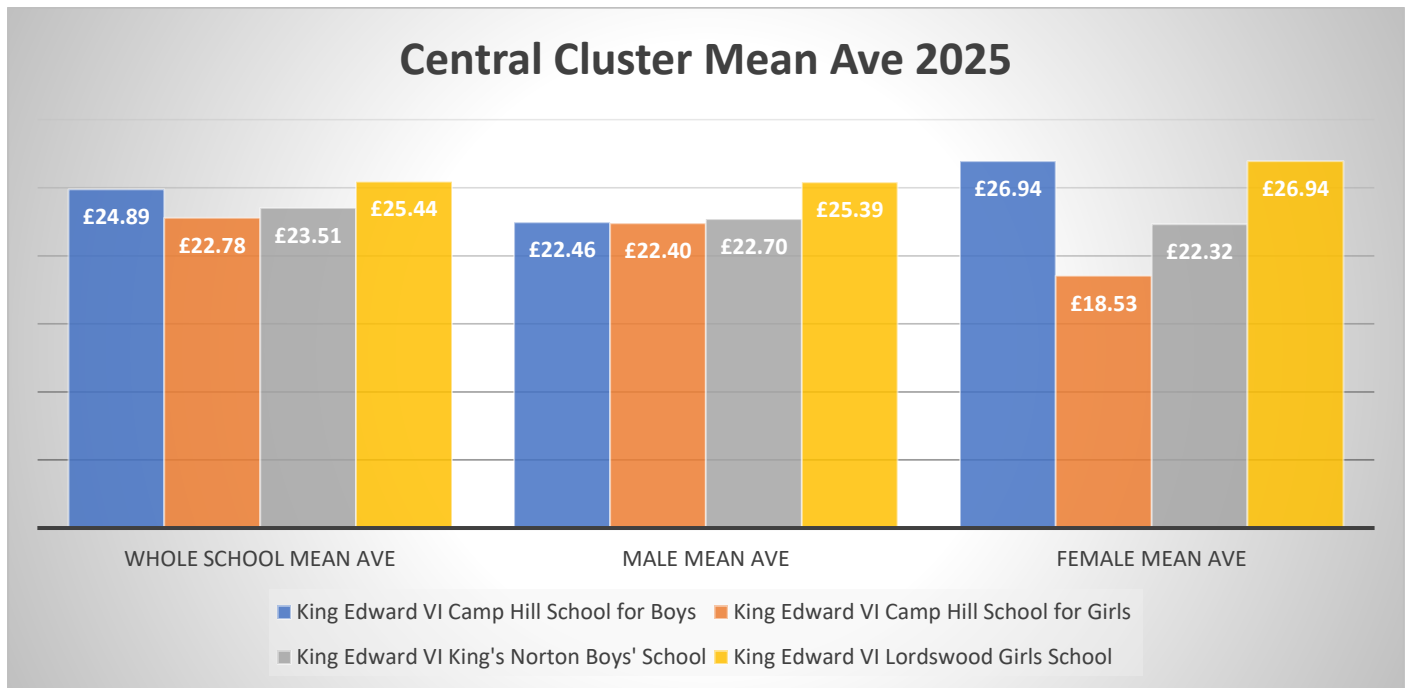


Figure 10



## Gender Pay by Staff Category Structure

The below shows the mean, male and female averages per hour across the entire Trust for years 2025, 2024 and 2023.

Figure 11

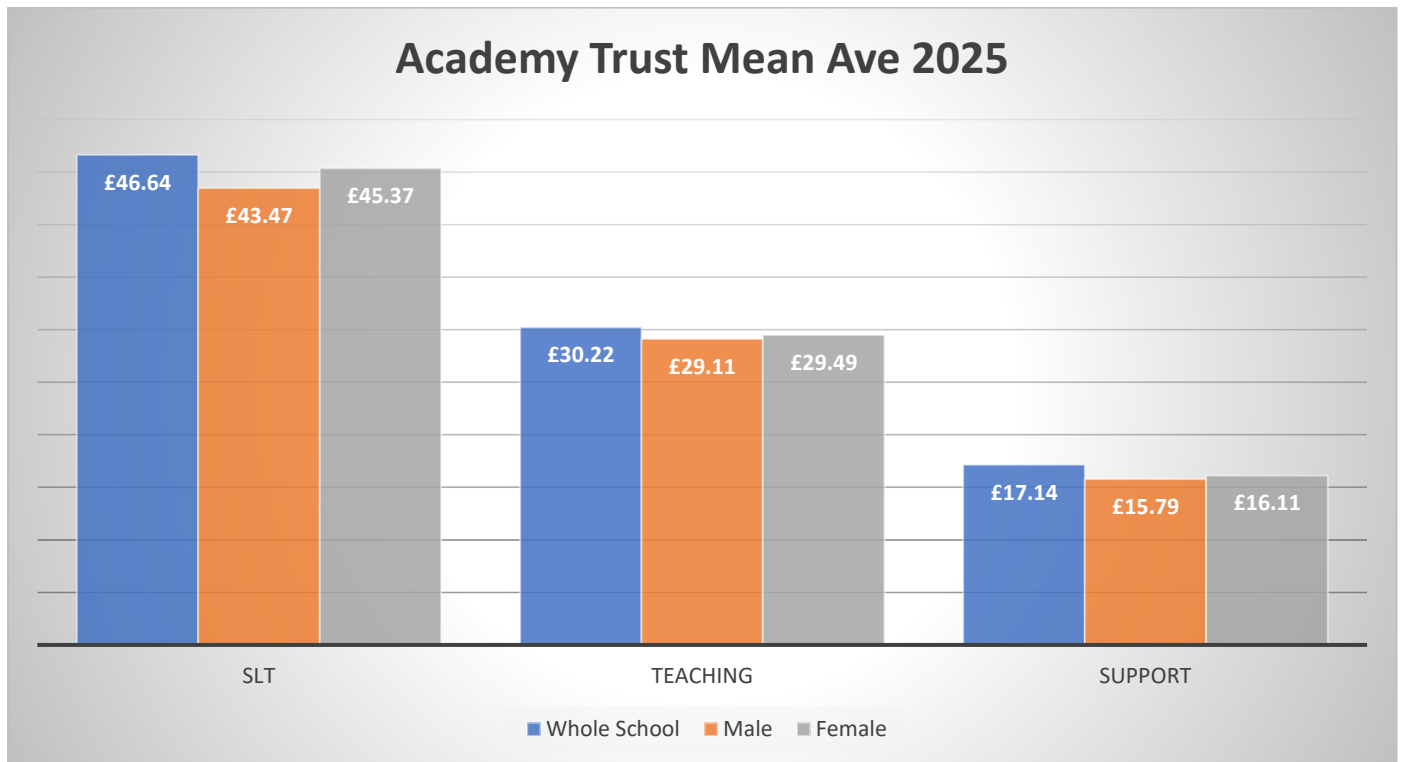
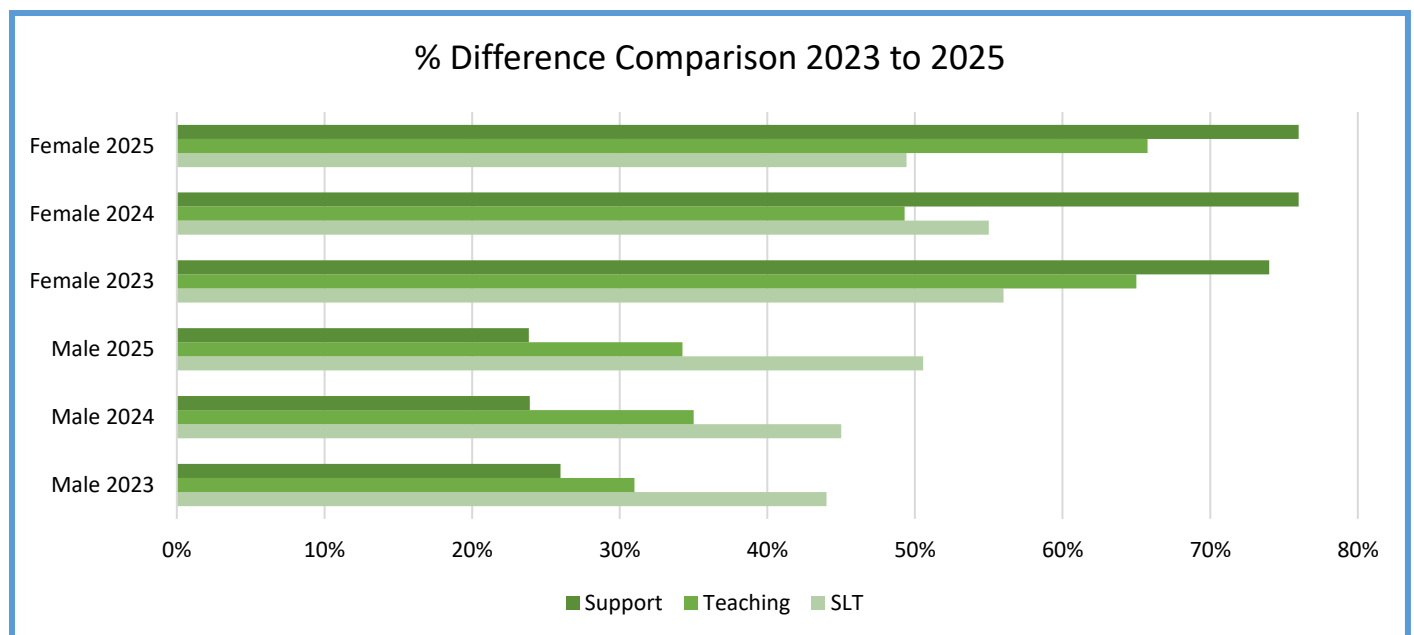


Figure 12



## Sector Comparison

### Comparison Data from other MATs since 2024

Figure 17

Employer	Employer Type	Employer Size	% Difference in hourly rate (Mean) 2024	% Difference in hourly rate (Median) 2024	% Difference in hourly rate (Mean) 2025	% Difference in hourly rate (Median) 2025
THE ARTHUR TERRY LEARNING PARTNERSHIP	MAT	1000 to 4999	6.6	-1.8	17.7	30.9
ANGLIAN LEARNING	MAT	1000 to 4999	9.5	21.3	14.4	22.9
KING EDWARD VI ACADEMY TRUST BIRMINGHAM	MAT	1000 to 4999	15.03	28.48	15.14	27.57
UNITED LEARNING TRUST	MAT	5000 to 19,999	15.3	19.5	13.3	19.3
ORMISTON ACADEMIES TRUST	MAT	1000 to 4999	16.8	24.0	17.0	27.6
FINHAM PARK MAT	MAT	500 to 999	16.9	33.5	16.6	32.1
MERIDIAN TRUST	MAT	1000 to 4999	17.9	33.5	16.2	31.2
TUDOR GRANGE ACADEMIES TRUST	MAT	500 to 999	18.7	29.7	21.9	41.2
SUMMIT LEARNING TRUST	MAT	500 to 999	19.5	23.9	17.0	21.2
FAIRFAX MULTI ACADEMY TRUST	MAT	250 to 499	21.4	27.9	13.8	3.0
ACADEMY TRANSFORMATION TRUST	MAT	1000 to 4999	N/A	N/A	22.3	41.7
WASHWOOD HEATH MULTI ACADEMY TRUST	MAT	500 to 999	22.8	27.1	20.7	30.2
BIRMINGHAM DIOCESAN MULTI-ACADEMY TRUST	MAT	500 to 999	N/A	N/A	16.3	27.3
ARDEN MULTI ACADEMY TRUST	MAT	500 to 999	N/A	N/A	27.5	51.1

## Our Commitment to Narrowing the GPG

The Academy Trust remains committed to narrowing the gender pay gap, working with leaders, staff and governors to make changes and evaluate the impact of our actions. The Academy Trust feels that the more focused actions below will have the greatest benefit.

### 1. Inclusive Recruitment

- Inclusive recruitment training has been rolled out and the Foundation will continue to provide this. Salary offers will continue to be monitored to ensure fairness for both males and females.

- Anonymising applications is an embedded practice for all roles. The rollout of MyNewTerm applicant tracking system will continue to ensure this but will do so in an efficient and consistent way.

## **2. Flexible Working Practices**

- Continue to encourage and monitor part time and flexible working opportunities and promote these equally to male and female staff at all levels.
- Continue to support flexible working requests and where possible, be creative to retain quality staff who can no longer fulfil full time hours and support those staff returning after a career break, supported by best practice guidance.

## **3. Progression Opportunities**

- For People Partners and Senior Leaders to enter into a constructive dialogue using data from iTrent to gain insight into succession planning, role and salary progression decisions at their schools. Use data to track internal progression.
- Under EP2 Structure and Culture, more defined career pathways will exist for support staff to aid opportunity, progression and retention.

## **4. Supporting a Predominantly Female Workforce**

- Seek to understand the potential barriers to progression that exist for women.

## **5. Policies, Practices and Feedback**

- Continue to keep EDI, Pay and Family Friendly policies under review and keep abreast of good practice in the sector.
- Flexible working – look at successful practices across the organisation, heads sharing impactful practice and ideas.

### **Equal Pay**

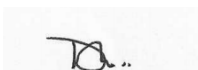
Although equal pay is different from gender pay, it is imperative that those making appointment decisions are cognisant of equal pay for males and females, both in terms of males and females in identical jobs and those who fall into the 'work of equal value' category.

We recognise that none of the above will remove gender inequality alone and that it may take time before the full impact of some of these objectives is felt.

We will continue to strive to ensure we are a fair employer and that our salaries are competitive and in line with others within the sector.

I, Jodh Dhesi, CEO, confirm that the information in this statement is accurate.

Signed:



Dated: 10 April 2026