



Diocese of Ely
multi-academy trust

Gender Pay Gap Report

2025

Based on a Snapshot of Data - 31 March 2025
Published on 30 March 2026

Executive Summary

This is our 9th annual Gender Pay Report for the Diocese of Ely Multi-Academy Trust (DEMAT). It contains data based on a snapshot date of 31 March 2025 in line with our duty under the Equality Act 2010 (Gender Pay Information) Regulations 2017.

Each year, we assess our progress in addressing our gender pay gap as we continue to recruit, develop and retain our valued workforce.

Our key findings this year are:

- A 1% reduction in our mean gender pay gap from 21% in 2024 to 20% in 2025.
- Our median gender pay gap reduced from 36.7% to 33.9%.
- Both the above figures are comparable with similar sized multi-academy trusts and the education sector in general.
- Whilst pay quartiles remain fairly static, we have seen a 1% increase in women in the upper pay quartile and a 1% decrease of women in the lower pay quartile.
- Our leadership teams consist of 72% women.

Having made some further progress, we continue to follow our action plan. We remain fully committed to this, in line with our values and our Christian distinctiveness, to tackle imbalances as part of a wider focus on equality which is built into our People Strategy.

The Gender Pay Gap

The Gender Pay Gap is the difference between the average earnings of men and women across a workforce. We report on 6 different measures annually as indicators of our status and progress:

Mean gender pay gap

The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees

Median gender pay gap

The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees

Mean bonus gap

The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees

Median bonus gap

The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees

Bonus proportions

The proportions of male and female relevant employees who were paid bonus pay during the relevant period

Quartile pay bands

The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands

We have used our payroll data and followed guidance on how to report our gender pay gap as outlined by the Government Equalities Office. We published our data on the government portal on 27 March 2026.

Gender pay vs equal pay

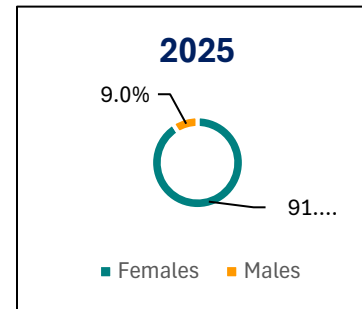
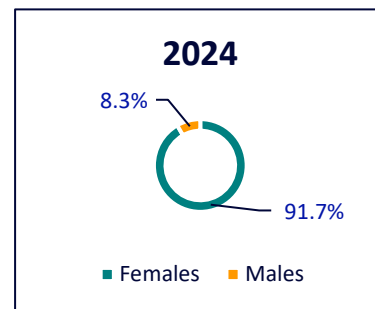
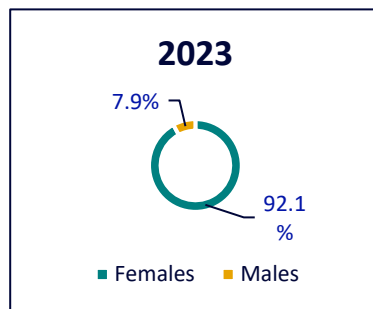
It should be noted that gender pay is different to equal pay, which deals with men and women doing the same work for the same pay. Gender pay deals with difference in pay between men and women. We ensure that equal pay for equal work prevails across our Trust and audit to ensure this continues to be the case.

Our Workforce Profile

On 31 March 2025, our Trust consisted of 39 primary academies across Cambridgeshire, Peterborough, Norfolk and Suffolk. There were 962 relevant employees playing a vital role in educating circa 6,000 pupils.

Our relevant employees for the purpose of reporting included 875 females (91%) and 87 males (9%).

In the last 3 years our workforce profile has been split as below:

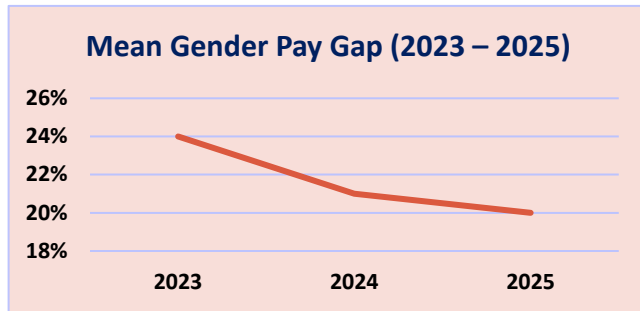


Our staffing models include Senior Leadership Teams (Headteachers, Deputy or Assistant Headteachers and SENCOs) alongside Teachers, Higher Level Teaching Assistants, Teaching Assistants, office staff and site staff in each academy.

All our Teaching and Leadership staff are paid in accordance with the STPCD (School Teachers Pay and Conditions document), and support staff are paid in line with NJC (National Joint Council).

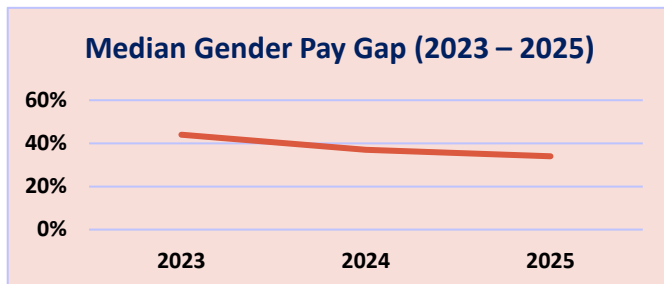
Gender Pay Gap – Mean

Our mean gender pay gap was 20% on 31 March 2025. Our current rate is aligned with the education sector and specifically primary education organisations reporting an average of 21% (Local Govt Association, 2023). We have seen a 6% reduction in the last 5 years based on reporting a gap of 26% in 2020.



Gender Pay Gap – Median

The median hourly pay is the rate at the mid-point between the highest hourly rate and the lowest. The median gender pay gap means the difference in the median rate for men compared to the median rate for women. Our median gender pay gap for the 2025 reporting period is 33.9%. Last year we were able to report a reduction in the median pay gap



Mean Bonus Gap

We are reporting **no mean bonus gap** due to no bonus payments being made.

Median Bonus Gap

As above, there is **no median bonus gap**.

Bonus Proportions

This is also **zero** for men and women who work across our Trust due to no bonus payments being made.

Pay Quartile Bands

The proportion of men and women in each of the pay quartiles can be found in the table below. We have seen a 1% increase in the upper pay quartile for women, with no more than a 1-2% increase or decrease in each of the other quartiles.

DEMAT's Pay Quartile comparison

	2023		2024		2025	
	Female	Male	Female	Male	Female	Male
Lower Pay Quartile	95%	5%	97%	3%	96%	4%
Lower - Mid Pay Quartile	96%	4%	96%	4%	97%	3%
Upper - Mid Pay Quartile	89%	11%	90%	10%	88%	12%
Upper Pay Quartile	89%	11%	85%	15%	86%	14%

Factors contributing to our Gender Pay Gap

A gender pay gap continues to be prevalent in the educational sector and particularly in the primary phase. Women occupy many of the critical roles, including administrative support, midday supervisory roles, cleaning and catering roles. These roles are essential to our academies however lower pay points and a significantly higher number of women occupying these roles leads to a gap in our mean and median pay.

We continue to address this and pay attention to the number of women who are progressing to leadership roles across the Trust. For this reporting period, our senior leadership team was made up of 60% women (9 women & 6 men). This trend is also found in our Headteacher group which is made up of 84% women (31 women and 5 men). Our middle managers are also predominantly female across the Trust.

DEMAT vs Comparable MATs

Our reporting also includes highlighting the challenges that face our sector by including comparable results from Multi-Academy Trusts obtained by the gov.uk checker. This demonstrates that the DEMAT's findings are broadly in line with other Trusts. This does not deter from the fact that we plan to address the gap despite the challenges within the sector.

Table 3: Comparing DEMAT's Gender Pay Gap to other Trusts published rates

Employer	Mean Pay Gap	Median Pay Gap	Year
DEMAT	20.0%	33.9%	25
The Diocese of Norwich St Benets Multi Academy Trust	28.7%	58.6%	25
Peterborough Diocese Education Trust	23.3%	25.1%	25
The Diocese of Worcester Multi-Academy Trust	18.7%	44.5%	25
Reach2	24.4%	38.7%	25
United Learning	13.3%	19.3%	25

Our Action Plan to continue to address the Gender Pay Gap

Since our last report we have continued to work towards closing the gap. We have made progress and continue to approach this in line with our values and our Christian ethos which recognises that further steps can be taken as outlined below:

Core Area	Actions
<p>Equality & Diversity</p>	<p>Our People Strategy which has 4 core pillars includes actions that encompass the Trust becoming more diverse and inclusive, for DEMAT that is across the board in terms of our staff and school communities.</p>
	<p>We updated our Equality & Diversity policy, reviewed our equality statement and continued to embed these principles across the Trust. We are rolling out enhanced equality and diversity training across the trust.</p>
	<p>We received positive responses to our equality and diversity questions contained within our staff survey and will continue to monitor via staff feedback.</p>
<p>Recruitment</p>	<p>Our data analysis and ongoing support to our academies with recruitment helps us to ensure we offer equality of opportunity of success.</p>
	<p>Our recruitment team monitors selection processes. Hiring Managers will benefit from our bespoke recruitment training with options to take positive action to support our gender pay gap.</p>
<p>CPD & Career Opportunities</p>	<p>As a Trust we benefit hugely from sharing best practice and creating CPD offerings. We will continue to enhance the CPD offering across our job roles and analyse the uptake to ensure we are offering learning and mentoring opportunities with the gender pay gap in mind alongside our strategy to ensure we practice equality of opportunity to all.</p>
<p>Succession Planning</p>	<p>Succession planning techniques are being refined and these include ensuring that we have a diverse and inclusive workforce. This includes assessing that promotion opportunities are being offered equally.</p>
<p>Our Family Friendly & Dependant/Carers Approaches</p>	<p>Our suite of family friendly policies have been reviewed. They include all the latest additional statutory leave to help support women in the workplace with emergency leave in respect of caring roles. We have been also been adhering to our menopause policy for a number of years now.</p>
<p>Pay & Reward</p>	<p>We continue to align our pay grades to the recommendations made by the STPCD (School Teachers Pay & Conditions document) and the NJC (National Joint Council). This ensures consistency. Any future reward focus will align with the above strategies which include following our commitment for women and men to be paid equally for doing the equivalent jobs across the Trust.</p>