

Gender Pay Gap Report

March 2025 snapshot date (March 2026 Submission)

Overview

Our trust continues to employ a higher number of females in comparison to males. This is the general trend seen within the education sector. For Esteem’s snapshot date, our headcount ratio of females to males across all rolls was almost 7:1, compared with a national ratio of approximately 5:1 (data taken from School Workforce Census).

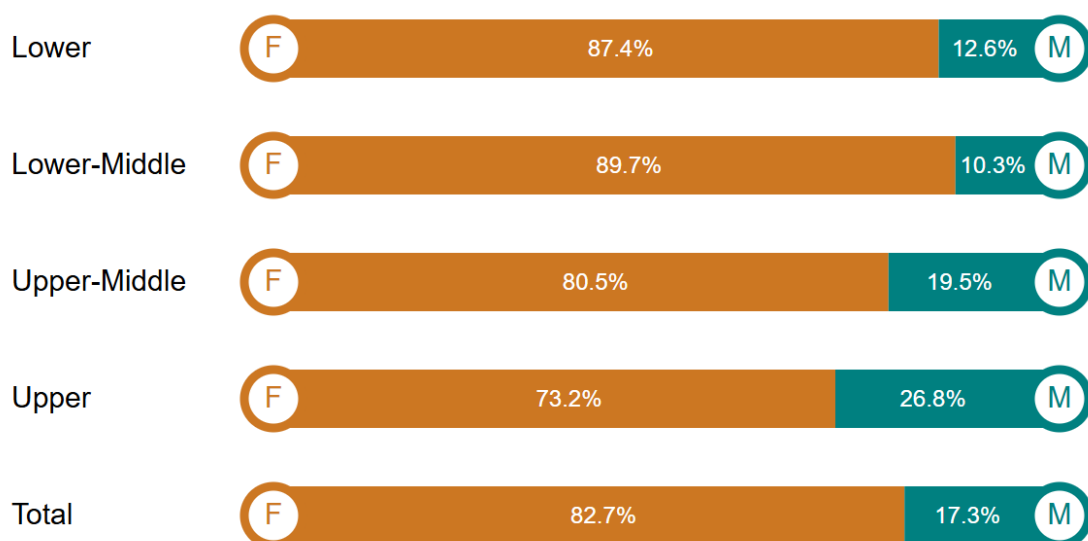
Our gender pay gap figures have changed in a notable way compared with last year. The median hourly pay gap has reduced significantly, indicating that the typical male and female employee now earn more similar rates than before. However, the mean hourly pay gap has increased, driven largely by a higher concentration of men in the upper pay quartile.

This pattern suggests that while pay is becoming more balanced across most roles, there has been an increase in the proportion of men occupying the highest paid positions. As a result, the average (mean) difference between men’s and women’s pay has widened, even as the middle of the distribution has become more equal.

Overall, the data shows progress in reducing disparities for the majority of employees, alongside a continued need to focus on representation and progression at the most senior levels.

Pay Quartiles

The charts below show the gender distribution at Esteem Multi Academy Trust when colleagues are placed into four equally sized quartiles based on pay.



Difference in hourly rate

Mean	Median
Women's mean hourly rate is 16.3% lower than men's.	Women's median hourly rate is 9.6% lower than men's.
<i>When comparing mean hourly rates, women earn 82.7p for every £1 men earn.</i>	<i>When comparing median hourly rates, women earn 90.4p for every £1 men earn.</i>

A message from Esteem Multi-Academy Trust:

The gender pay gap at Esteem Multi-Academy Trust can be partly related to the higher take up of positions in our schools by female staff who seek part-time or flexible working, such as support staff roles. These are at lower salary points and are term time only, aligning to childcare responsibilities and/or personal circumstances of many. The workforce of Esteem Multi-Academy Trust is made up of predominantly support staff positions, along with teaching and central team functions. Salaries are paid in accordance with the nationally agreed terms and conditions of service for both teaching and support staff. This ensures that men and women, who undertake the same job, or similar jobs of equal value, are paid equally. This has improved on the previous year and Esteem Multi-Academy Trust continues to be committed to addressing the gender pay gap to ensure that it continues to reduced or is eliminated.