

Gender pay gap report – Atomix Educational Trust

Snapshot date: 31 March 2025

Mean and median gender pay gap in hourly rate of pay

	MEAN GENDER PAY GAP IN HOURLY PAY	MEDIAN GENDER PAY GAP IN HOURLY PAY
Pay gap % difference male to female	6.8%	20%

Mean and median gender pay gap in bonus pay

	MEAN GENDER PAY GAP FOR BONUS PAY	MEDIAN GENDER PAY GAP FOR BONUS PAY
Pay gap % difference male to female	N/A	N/A

Proportion of male and female employees who were paid bonus pay

	PROPORTION RECEIVING A BONUS
Male employees (% paid a bonus compared to all male relevant employees)	N/A
Female employees (% paid a bonus compared to all female relevant employees)	N/A

Proportion of male and female employees according to quartile pay bands

	QUARTILE 1 - LOWER	QUARTILE 2 – LOWER MIDDLE	QUARTILE 3 – UPPER MIDDLE	QUARTILE 4 - UPPER
Male (% males in each quartile compared to all employees)	14.9%	34.3%	37.3%	31.3%
Female (% females in each quartile compared to all employees)	85.1%	65.7%	62.7%	68.7%

SUPPORTING STATEMENT

I confirm that the information published here is accurate.

Signature: Timothy Blades..... **Date:** 16/3/2026.....

Status/position:Chair of the Board of Trustees.....

SUPPORTING NARRATIVE

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At the snapshot date of 31st March 2025, Atomix Educational Trust employed 307 employees - 219 women and 88 men - with the majority of staff in the lower pay quartile being female (85.1%). Across the remaining 3 quartiles the split is approximately 2/3rd female and 1/3rd male. As is common across the education sector, the majority (70.5%) of our full pay relevant employees are female, and this is evident in the fact that there is a higher proportion of female employees across all quartiles. This difference is particularly emphasized in the lower pay quartile due to a high proportion of female staff occupying lower paid roles such as classroom support, lunchtime supervisors and administration.

The overall mean gender pay gap for the Trust is 6.8%, which is just below the national average of 7% as at April 2024. The overall median gender pay gap for the Trust has dropped to 20%, compared to 24.9% last year, but is still above the national median of 13.1% as at April 2024.

The Trust is satisfied that we do not have any variation in pay between female and male staff undertaking the same role, however, the greater proportion of female staff in the term time only and part time support staff roles that fall within the lower quartile is creating a gender pay gap across the mean and median. It is also worth noting that of the 43 members of teaching and curriculum leadership staff who are not yet paid at the top of the teachers' pay scale, primarily due to length of service, 67.44% were women.

If you take into account the differences in contractual terms for teaching and support staff, with a full time teacher being directed to work 1265 hours across the year, compared to a full time member of support staff being employed on a 37 hour a week contract, it is prudent to also provide the mean and median calculations for each of the two separate categories of staff. These calculations are as follows:

Contract Type	Mean Gender Pay Gap	Median Gender Pay Gap
Support Staff	7.3%	9.2%
Teaching Staff	-4.4%	0%

It can then be seen that within the two different categories of staff who are paid under different nationally set terms and conditions, the gender pay gap is eliminated for those on teaching terms and conditions and is below the national gender pay gap median of 13.1% for those on support staff terms and conditions.

Actions we will take:

The Trust is satisfied that the overall gender pay gap is not caused by the underpayment of women in roles similar to male colleagues but is instead reflective of workforce composition rather than pay inequalities. We will continue to monitor this via the following recurring actions:

- Each year we will produce an Equal Opportunities Data Report for the Trust Board, outlining the make up of our workforce. This will include information on internal and external recruitment processes to ascertain how candidates progress through the stages.
- We will review the salary scales for all support staff roles in line with the increase in the mean gender pay gap for support staff from 3.9% last year to 7.3% this year
- We will continue to monitor the exit rates by grades and gender of staff across the reporting year
- We will consider whether to look at positive discrimination when appointing to some of the term time and part time support staff roles, whilst balancing this approach alongside the need to appoint appropriately qualified and trained individuals

