

2025 Gender Pay Gap Reporting

The Thinking Schools Academy Trust is committed to equality of opportunity and does not tolerate unlawful discrimination (as defined in the Equality Act 2010 and other relevant legislation).

Under legislation, Thinking Schools Academy Trust is required to publish an annual gender pay gap report. The gender pay gap gives a snapshot of the gender balance within an organisation. It measures the difference between the average earnings of all male and female employees, irrespective of their role or seniority.

Gender pay gaps are typically driven by structural factors such as occupational segregation, part-time working patterns and caring responsibilities, which influence the distribution of men and women across roles and pay levels.

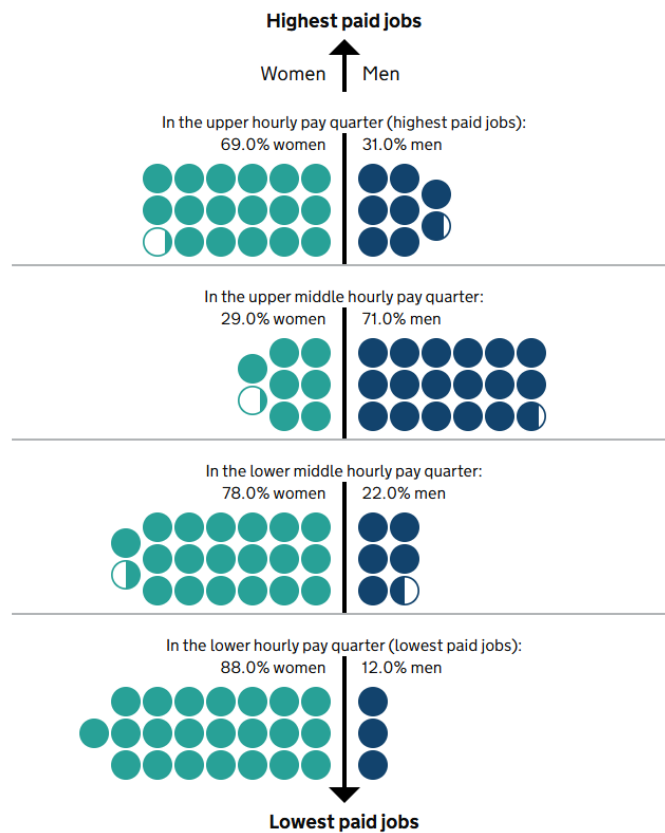
This report is for the snapshot date of 31st March 2025.

The Mean Gender Pay Gap in Hourly Pay	18.42%
The Median Gender Pay Gap in Hourly Pay	27.04%
The Mean Bonus Gender Pay Gap	-47.77%
The Median Bonus Gender Pay Gap	0%

The Proportion of Males and Females Receiving a Bonus Payment

Male	Female
2.31%	2.14%

The Proportion of male and female colleagues in each pay quartile



What are the underlying causes of our gender pay gap?

Under the law, men and women must receive equal pay for:

- The same or broadly similar work
- Work rated as equivalent under a job evaluation scheme or
- Work of equal value

We are confident that the gender pay gap does not stem from paying men and women differently for the same equivalent work.

Analysis of pay at equivalent roles and levels does not indicate systemic differences in pay between men and women for the same work.

Rather our gender pay gap is the result of the roles in which men and women work within the Trust and the salaries that these roles attract for example roles such as Teaching Assistants and Midday Meal Supervisors in the vast majority of cases are held by females and these roles typically sit at one of our lower pay ranges, which is highlighted in the quartile banding above. This would therefore have an influence on our gender pay gap.

This is also influenced by part-time working patterns and career pathways, where women are more likely to undertake part-time roles or experience career breaks.

We had 39 members of staff in total receive a bonus payment. 29 were female, with bonus payment ranging from £300 to £23 15.85. 10 were male, with bonus payments ranging from £300 to £1,415.46.

How does our gender pay gap compare to last year?

We have seen a slight decrease in our mean gender pay gap from 19.56 to 18.42.

The median pay gap has also decreased very slightly from 27.79 to 27.04

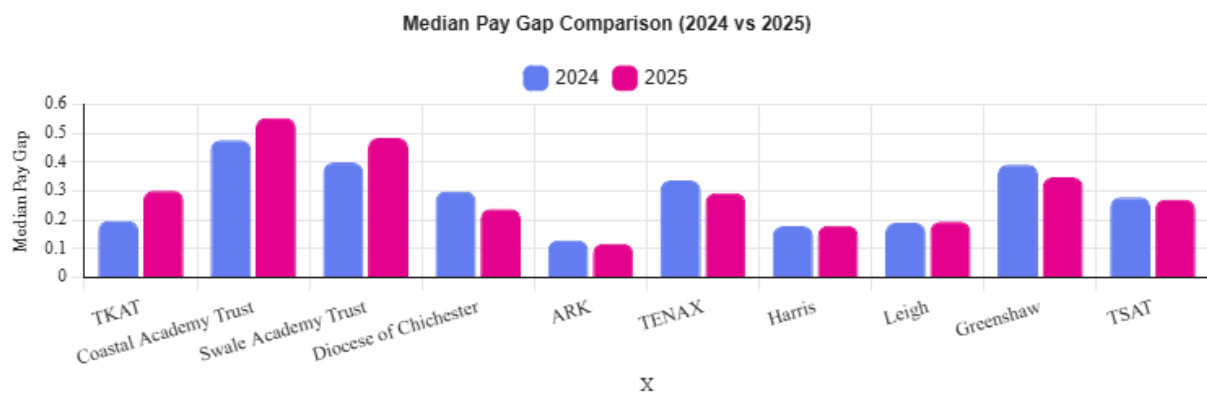
There has been a significant decrease in the mean bonus pay gap of 28.8 to -47.77

How does our pay gap compare to others?

Our median average gender pay gap is 27.04%.

When we compare our gender pay gap to other comparable multi-academy trusts in Medway, Kent, Portsmouth and Devon, we can see that the gender pay gap is of a similar size. With half of Trusts we have compared against having a similar or larger gender pay gap.

Median Pay Gap 2024 / Median Pay Gap 2025



	TKAT	Coastal Academy Trust	Swale Academy Trust	Diocese of Chichester	ARK	TENAX	Harris	Leigh	Greenshaw
Median Pay Gap 2024	19.60%	47.62%	39.80%	29.9%	12.90%	33.70%	17.80%	19.00%	39.13%
Median Pay Gap 2025	30.1%	55.3%	48.40%	23.8%	11.70%	29.20%	18.0%	19.4%	34.8%

[A breakdown of our Gender pay gap](#)

Our workforce is predominately (76%) female, the majority of who occupy lower paid roles.

Further analysis of the data shows that the male midpoint employee is paid £38,979 (Regional Facilities Manager) and the female midpoint employee is paid £28,442.28 (Attendance Improvement Coordinator).

This reflects differences in role type and level rather than differences in pay for equivalent roles.

Our lower quartile of staff is made up largely of midday meals supervisors, Teaching Assistant, cleaners and Exam Invigilators.

Out of the 10 highest paid roles within the Trust 4 of these posts are occupied by women and 6 by men.

It should be noted that the Trust leadership team, as at the snapshot date, is split equally by gender with 5 women on the Trust Executive Team (out of 10).

Of the 17 headteachers on the snapshot date 7 were female and 10 were male

Variation in representation at senior leadership level contributes to the overall gender pay gap.

[How are we supporting gender equality in the Trust?](#)

We are committed to equality of opportunity in recruitment, development, progression and reward of our employees, and we value diversity.

To ensure that we are working to minimise the pay gap where possible (noting societal factors beyond our control) we will:

- Continue to ensure that decisions made in relation to recruitment, development, pay progression and bonus pay can be evidenced against clearly defined criteria.
- Continue to promote family-friendly and flexible-working opportunities to all genders.
- Continue to embed the Equality Policy and DEIB principles into recruitment, development and leadership practices.
- Continue to review and publish gender pay gap statistics.

- Provide ongoing training for staff and leaders on equality, diversity and inclusion, including unconscious bias.
- The DEIB Tactical Group will continue to review workforce data and recommend practical actions to improve equity across the Trust.

Some of the additional areas that the Trust are currently reviewing include:

- Undertake an equal pay audit to provide assurance on pay consistency and identify any areas for improvement.
- The Gender Pay Gap outcome has been shared with Equality, Diversity, Inclusion and Belonging Tactical Group to review and identify practical steps that could help promote fairness in recruitment and progression.
- Further analyse recruitment, progression and leadership representation by gender to identify targeted actions.
- Promote gender balance on interview panels and within selection processes.
- Engage with staff voice mechanisms to understand experiences of inclusion and progression.
- The Trust continues to review pay structures and grading approaches to ensure consistency and mitigate potential equal pay risks.

We recognise there is more to do and remain committed to taking practical, evidence-based steps to reduce our gender pay gap over time