Gender Pay Gap Report (March 2025 snapshot date)

Gender Pay Gap – Summary

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and the separate, but parallel, gender pay gap reporting provisions for public sector employers, which are contained in the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 (the public sector Regulations), in force from 31 March 2017, relevant employers in the public sector are required to publish gender pay gap information by reporting the percentage differences in pay between their male and female employees.

Employers must publish the prescribed information within 12 months of the "snapshot date" of 31 March each year.

For the reporting obligations to apply, the employer must employ 250 or more employees on the snapshot date of 31 March in the year to which the required information relates. In relation to the threshold, the figure of 250 is not a full-time equivalent (FTE) figure, but a total headcount.

Employers must publish six metrics each year, in respect of the "relevant pay period" in which 30 March falls. The six metrics are set out in the Regulations as:

- the difference in the mean hourly rate of pay between male and female full-pay relevant employees (reg.2(1)(a));
- the difference in the median hourly rate of pay between male and female full-pay relevant employees (reg.2(1)(b));
- the proportions of male and female full-pay relevant employees in each of the four quartile pay bands (reg.2(1)(f));
- the difference in mean bonus pay between male and female relevant employees (reg.2(1)(c));
- the difference in median bonus pay between male and female relevant employees (reg.2(1)(d)); and
- the proportions of male and female relevant employees who received bonus pay (reg.2(1)(e)).

Gender Pay and The Olympus Academy Trust

At the snapshot date of 31 March 2025, the Olympus Academy Trust had a female/male split of (72.69%) female and (27.31%) male.

We are a flexible and family-friendly employer, offering a significant number of roles on a part-time and/or term-time only basis. A substantial number of our employees who take up this flexibility are female.

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Pay Reports

Mean Pay Difference			
=((M-F/M)*100	17.11%	M =	Male totals/No. of Males
		F =	Female totals/No. of Females

Median Pay Difference			
=((M-F/M)*100	32.76	M =	Middle Male hourly rate
		F =	Middle Female hourly rate

Pay Quartiles	Males	Females
Lower (0-25%)	25.65%	74.35%
Lower Middle (26-50%)	17.83%	82.17%
Upper Middle (51-75%)	31.74%	68.26%
Upper (76-100%)	34.06%	65.94%

No bonuses were paid to any member of staff for the reporting period.

The Trust has a higher proportion of females in every quartile, including the upper quartile. This illustrates that the overall pay gap is a result of the low proportion of males in comparison to female employees. Although we have a majority of women in the junior pay grades, we also have a majority of women in the upper leadership pay grades. The mean pay difference has increased slightly from 15.36% (last report) to 17.11% in 2025.

General Pay Principles

The Olympus Academy Trust is committed to ensuring staff are remunerated in a fair, transparent and consistent manner, ensuring the retention of quality staff and equality of opportunity for all[1].

The gender pay gap is different from equal pay. The gender pay gap measures the differences between the average pay of male and female employees, irrespective of job role or seniority. Equal pay concerns pay differences between male and female employees performing the same or similar work, or work of equal value.

The Olympus Academy Trust is, therefore, confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather, its 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.

Although not bound by the School Teachers' Pay and Conditions document (STPCD)[2], the Trust ensures that terms and conditions of employment for all teaching staff will be no less than those provided for within the STPCD which is entirely irrespective of gender.

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[1] *Including compliance with equalities legislation i.e. Employment Rights Act 1996, Employment Relations Act 1999, Employment Act 2002, Part Time Workers (Prevention of Less Favourable Treatment) regulations 2000, Fixed Term Employees (Prevention of Less Favourable Treatment) Regulations 2002 and Equalities Act 2010/2012.*

[2] School Teachers Pay and Conditions Document September 2025 – Department for Education

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The Trust will ensure that terms and conditions of employment for all support staff will be no less than those provided for under national and local agreements for school-based staff, as outlined in the Green Book and local conditions of service for schools which is entirely irrespective of gender.

Pay Determination

The Board of Trustees is responsible for determining the salaries of all staff. All decisions on pay are made within the context of the Trust's pay policy for Teaching and Support staff.

The Trust is committed to being an employer of choice and the intention of this policy is to support this ethos by providing for all staff to be valued and to receive appropriate financial recognition for the duties undertaken. There will be equality of opportunity for all staff and decisions will be made on a non-discriminatory basis.

To ensure fairness, transparency and consistency across all schools within the Trust, assessment of performance and the subsequent pay recommendations that are made, will be supported and rooted in evidence. Scrutiny by the Trust's Remuneration and Nominations Committee will ensure equality of application across the Trust. Staff move through the pay scales for their grade irrespective of their gender.

Robust recruitment and selection processes are followed to ensure no gender bias in selection or career progression.

Supporting Statement

I can confirm that the above information has been prepared from our payroll data from 31 March 2025 and fairly presents the Gender Pay Gap information for The Olympus Academy Trust. Equality, Diversity and Inclusion is a strategic priority for the Trust and we remain committed to providing opportunity for development and growth for all our employees.

Claire Moloney-Banks

Interim Chief Executive Officer
The Olympus Academy Trust