



GENDER PAY GAP REPORT 2025

Snapshot date: 31 March 2025



Excellence



Equity



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Introduction

As an employer with more than 250 employees, ACET is required under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 to publish information annually about its gender pay gap. Gender pay gap reporting measures the difference between the average earnings of men and women across an organisation. It compares the average hourly pay of male and female employees across all roles and levels within the workforce. This is different from equal pay, which relates to men and women receiving the same pay for performing the same or equivalent work. Gender pay gap reporting does not compare the pay of individuals doing the same job; rather, it highlights differences in the overall distribution of men and women across an organisation.

Like many organisations in the education sector, ACET's workforce is predominantly female and includes a wide range of roles, from leadership positions to operational and support roles. The gender pay gap therefore reflects the distribution of men and women across different types of roles within the organisation, rather than differences in pay for the same work.

This report outlines ACET's gender pay gap position based on payroll data from the required snapshot date of 31 March 2025.

Key Summary

- ACET's workforce is predominantly female, with women representing 78% of employees.
- The mean gender pay gap for 2025 is 15.36%, which is broadly consistent with previous reporting years.
- The median gender pay gap is 45.45%. This figure is influenced by the structure of the workforce, particularly the large number of support staff roles that fall below the midpoint of the overall pay range and are predominantly undertaken by women.
- All employees are paid according to nationally agreed pay frameworks, ensuring that men and women performing the same or equivalent roles receive the same rate of pay.

Overall Gender Balance

On the snapshot date, ACET employed:

- 558 female employees
- 154 male employees

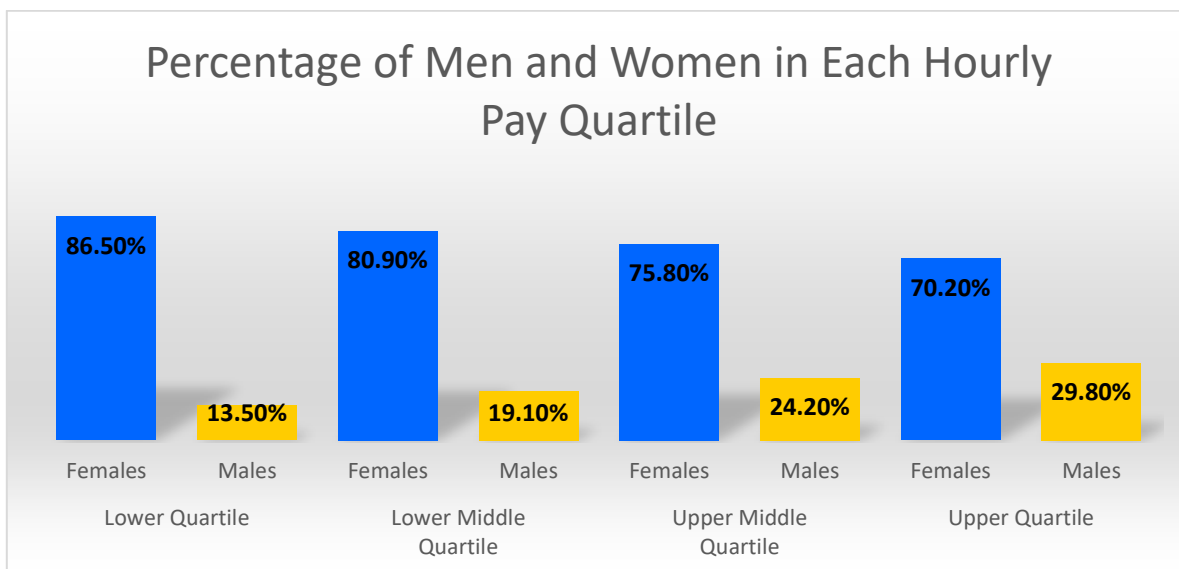
This means our workforce is approximately:

- 78% female
- 22% male

This gender profile is typical of the education sector, where women make up the majority of the workforce

Percentage of Men and Women in Each Hourly Pay Quartile

Employees are ranked from lowest to highest hourly pay and divided into four equal groups (quartiles).



Women make up the majority of employees in all four quartiles, reflecting the overall gender composition of the Trust. However, the male/female ratio does change across the quartiles.

Mean (Average) Gender Pay Gap

The mean gender pay gap for ACET is 15.36%.

This means that, when comparing average hourly earnings across the organisation, women's average hourly pay is 15.36% lower than men's.

This figure is calculated using the average hourly rate for all employees:

- Mean hourly rate for men: £29.16
- Mean hourly rate for women: £24.68

The mean average is calculated by adding together all hourly pay rates for each gender and dividing by the number of employees.

Median Gender Pay Gap

The median gender pay gap for ACET is 45.45%.

The median represents the midpoint when all hourly pay rates are ordered from lowest to highest.

- Median hourly rate for men: £30.01
- Median hourly rate for women: £16.37

Median figures can be particularly influenced by the distribution of roles across the workforce. In education, a large number of employees work in support roles such as teaching assistants, administrative staff and facilities teams, which fall below the midpoint of the pay range and are predominantly undertaken by women. Because these roles represent a significant proportion of the workforce, the midpoint of the female pay distribution sits within this group of roles. By contrast, where there are

fewer male employees overall, the midpoint of male pay can fall within a different pay range. This structural difference can result in a larger median pay gap even where pay practices are fair and consistent across the organisation. This pattern is commonly seen across the education sector, where a high proportion of the workforce is female and large teams of support staff roles sit below the midpoint of the overall pay distribution.

Bonus Pay

No employees received bonus payments during the reporting period. Therefore, the bonus pay gap in all cases is 0%.

Understanding ACET's Gender Pay Gap

The factors influencing ACET's gender pay gap are consistent with those seen across the education sector.

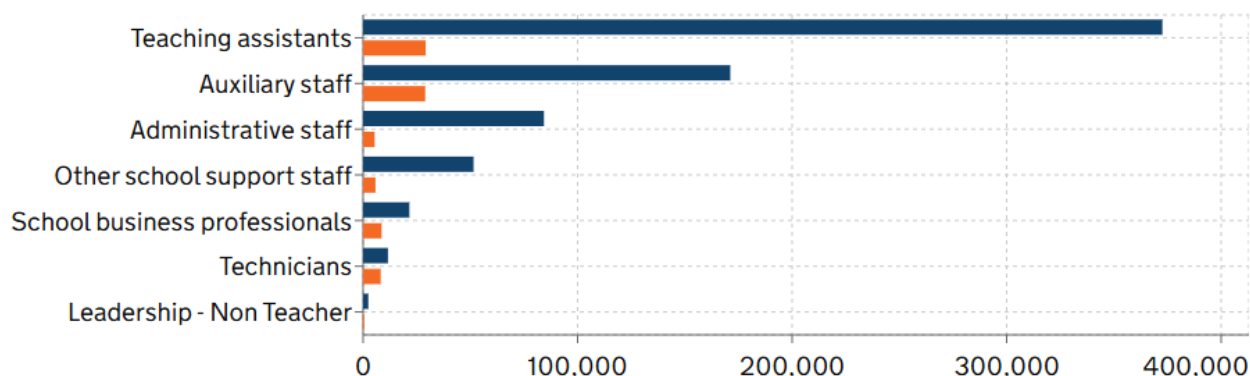
The lowest pay quartile is made up primarily of support staff roles, including teaching assistants, administrative staff, technicians, caretaking and facilities staff, lunchtime supervisors, cleaning staff and invigilators. These roles are essential to the running of our academies and typically involve larger teams, meaning they represent a significant proportion of the workforce. These roles are also predominantly undertaken by women. By contrast, leadership and senior specialist roles are fewer in number but have higher pay levels; these roles are also predominantly undertaken by women. The methodology used for gender pay gap reporting compares pay across the entire workforce, which means that this distribution of roles can create a pay gap even where men and women doing the same job are paid the same.

Data from the [Department for Education's 2024/2025 School Workforce Census](#) shows that school support staff nationally are predominantly female, although this varies by role. For example, 94% of administrative staff are female, 92% of teaching assistants, 89% of other support staff, 74% of auxiliary staff, 82% of leadership non-teachers and 70% of school business professionals. Technicians are more evenly split (55% female). This pattern is reflected within ACET.

The table below shows the gender distribution across support staff in England (2024/2025):

Support staff are predominantly female

Support staff headcount proportions by sex and post, 2024/25



([Department for Education, 2025](#))

The same DfE data similarly reports that the teaching workforce is also predominantly female, with 76% of the teaching workforce being female in 2024/25; a pattern also mirrored in ACET.

Equal Pay Assurance

ACET is confident that men and women undertaking the same or equivalent roles are paid equally. All teaching staff are paid in accordance with the School Teachers' Pay and Conditions Document (STPCD) and support staff are paid in line with National Joint Council (NJC) pay scales, which provide nationally agreed salary frameworks. These structures ensure that pay is determined by role, responsibility and experience rather than gender. The Trust regularly reviews its pay practices and recruitment processes to ensure they remain fair, transparent and free from bias.

Actions Already Taken

ACET is committed to ensuring equality, fairness and transparency across all aspects of employment. Actions already taken include:

- Paying all staff in line with nationally agreed pay frameworks (STPCD and NJC)
- Transparent and fair recruitment processes across the Trust
- Advertising all roles with clear salary ranges and with clear language around flexibility
- Using gender-neutral language in job advertisements and job descriptions
- Continuing to improve our flexible working practices and support for women experiencing menopause
- Introducing paid time off provision for caring and family responsibilities
- Delivering Equality, Diversity and Inclusion training to all staff
- Delivering advanced Equality, Diversity and Inclusion training to senior leaders
- Improved our workforce data collection and analysis across equality characteristics, including gender
- Working closely with recognised trade unions on employment matters

Further Actions

We will continue to review our policies and practices to ensure equality of opportunity across the Trust. Planned actions include:

- Work with trade unions to further refine our policies and practices relating to staff leave and time off arrangements
- Review access to leadership opportunities for female employees and consider any barriers that may exist, alongside potential interventions.
- Update all family-friendly policies in line with the Employment Rights Act (2025)
- Analysing recruitment data through our applicant tracking system (MyNewTerm) to better understand gender balance in applications and appointments at all levels
- Introduce a full EDI dashboard and more frequent monitoring schedule for Trustees from September 2026

Our Equality Objectives include actions designed to improve equality across the organisation and contribute to addressing any potential gender inequality over time, and are scheduled for review in Summer 2026.

Conclusion

ACET is committed to promoting equality, diversity and inclusion across all areas of its work. While the gender pay gap reflects the structure of the education workforce and the distribution of roles within the Trust, we remain committed to ensuring that all employees are treated fairly and have access to opportunities for development and progression.

We will continue to review our policies, recruitment practices and workforce data to ensure that our processes remain fair, transparent and inclusive. Through these actions, we aim to support a working environment in which all colleagues are valued, supported and able to thrive.