



Company Registration No 07338780

**Gender Pay Gap Report: Submitted March 2026**  
**Eastern Multi Academy Trust (EMAT) Statutory Reporting**

**OVERVIEW**

This is the ninth report produced under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. As a public sector body with over 250 employees Eastern Multi-Academy Trust has a duty to measure and report upon its gender pay gap. Data is captured at 31 March in each year. For the purpose of this report, this is March 2025 and covers:

- The difference in the mean pay of full pay men and women expressed as a percentage;
- The difference in median pay of full pay men and women expressed as a percentage;
- The proportion of full pay men and women in each of the four quartile bands.

Eastern Multi Academy Trust (EMAT) is an educational trust providing primary and secondary academy education within the Eastern Region. In March 2025, the Trust comprised of twelve academies with 91.67% in primary education and 8.33% in secondary education settings. Eastern Multi-Academy Trust does not pay bonuses and therefore reporting is not provided within this return. The report is based upon 471 full pay relevant employees.

**Gender Pay Gap reporting**

Reporting information is based upon the staff breakdown for the period as follows:

Gender	Female	Male
Percentage	83.65%	16.35%

Within Eastern Multi Academy Trust (EMAT) 83.65% of headcount is female. Within the education sector, there is a consistent trend within majority (and whole) primary education trusts for the workforce to be predominantly female.

- The difference in the **mean** hourly rate of pay between male and female **full pay relevant employees**

March Data 2025	Mean £		
Male	24.66	Female	16.76

March Data Year	Mean
2017	33%
2018	36.5%
2019	31.6%
2020	31.2%
2021	31.6%
2022	31.6%
2023	30.9%
2024	30.6%
2025	32.0%

*The mean pay gap is 32.05% - a 1.45% variation from the last reporting last year.*

- The difference in the **median** hourly rate of pay between male and female **full pay relevant**

**employees**

March Data 2024	Median £		
Male	22.59	Female	14.04

March data Year	Median
2017	42.5%
2018	48.5%
2019	42%
2020	39.5%
2021	34.2%
2022	36.9%
2023	36.8%
2024	38.2%
2025	37.9%

*The median pay gap is 37.86% - a 0.30% decrease from the last reporting last year.*

- The **proportion** of male and female full pay relevant employees in each of **four quartiles** pay bands

March Data 2023	Female	Male
First Quartile (Lower)	82.05%	17.95%
Second Quartile (Lower Middle)	98.31%	1.69%
Third Quartile (Upper Middle)	88.98%	11.02%
Fourth Quartile (Upper)	65.25%	34.75%

## Commentary and Insights

Eastern Multi-Academy Trust’s gender pay gap is structural in nature and does not indicate unequal pay for equal work. All roles within the Trust are remunerated in accordance with nationally agreed pay frameworks, including the School Teachers’ Pay and Conditions Document (STPCD) and National Joint Council (NJC) pay arrangements. The Trust does not operate discretionary pay or bonus schemes. The Trust’s workforce is predominantly female (83.65%), reflecting the wider profile of the primary education sector. The gender pay gap is primarily influenced by the distribution of men and women across different role types and grades, rather than differences in pay within comparable roles. Men are disproportionately represented in senior leadership and higher-paid specialist roles, while women are more likely to be represented in support and lower-paid roles.

The mean gender pay gap for March 2025 is 32.05%, representing a marginal increase of 1.45% from the previous year. This movement reflects changes in workforce composition and leadership profile rather than any change in pay policy or practice. The median gender pay gap has reduced slightly to 37.86%, suggesting incremental progress within mid-range roles and pay points.

Analysis of pay quartiles shows that men comprise 34.75% of the upper quartile, despite representing 16.35% of the overall workforce. This continues to highlight the impact of leadership and role distribution on the overall gender pay gap. Given the relatively low turnover in senior roles, progress in reducing the gap is expected to be gradual rather than immediate.

## Actions and Ongoing Commitment

Eastern Multi-Academy Trust remains committed to promoting equality, inclusion and fairness in all

aspects of its workforce practices. Actions to address the structural drivers of the gender pay gap are embedded within the Trust's People Strategy and include:

- supporting progression and development into leadership roles through talent identification, leadership development and succession planning
- promoting flexible and family-friendly working arrangements to support career progression at all levels
- routinely equality-impact assessing people policies, workforce planning decisions and organisational change
- monitoring workforce data and trends to inform targeted action and continuous improvement.

The Trust will continue to report annually in line with statutory requirements and to use gender pay gap analysis to inform its workforce planning and equality objectives.

### Financial, Regulatory, Legal and Governance comments

Appointments, pay scales and pay awards follow Teachers Pay and Local Government Pay terms and conditions, Academy Trust Handbook and ESFA requirements.

Eastern Multi-Academy Trust (EMAT) is committed to promoting a diverse and inclusive community – a place where we can all be ourselves and succeed on merit. Our workplace practices support a range of family friendly, flexible and inclusive work arrangements, staff engagement forums and employee support services to welcome and support staff from different backgrounds. Our ambition is to demonstrate in our work together that we promote an inclusive environment and signal our commitment to celebrate and promote diversity.

### Closing Statement

Gender Pay reporting will be published in accordance with the statutory reporting requirements.

Eastern Multi-Academy Trust is committed to transparency in its gender pay reporting and to taking proportionate, evidence-based action to address the structural factors that influence pay outcomes over time.



**Deborah Rapkins, FCIPD, Director of People**