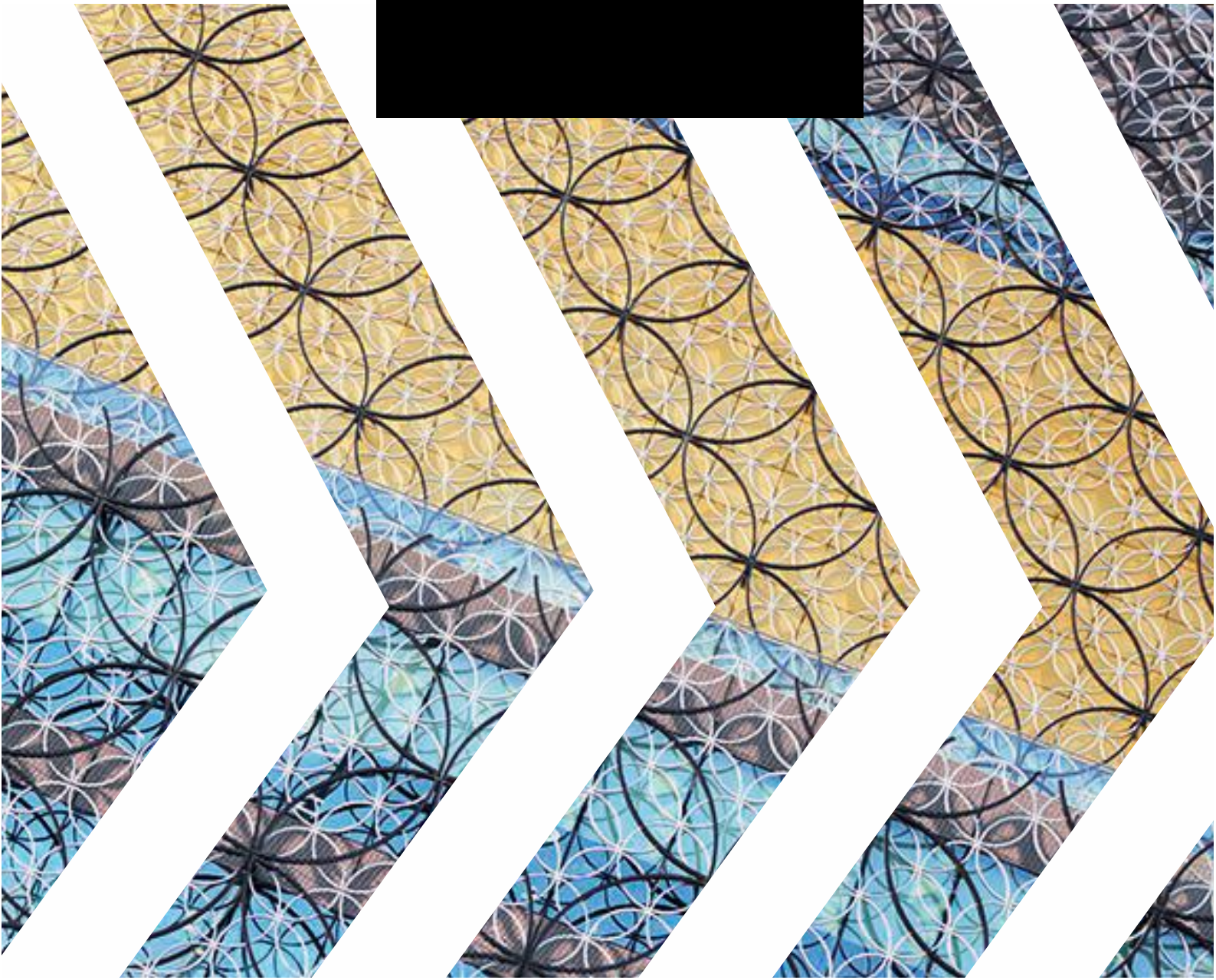


**FAIRFAX**  
MULTI-ACADEMY TRUST

**Gender Pay Gap  
2025**

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# 1. Introduction

Fairfax Multi Academy Trust, established in 2014 by a dedicated group of individuals committed to “enriching the lives and transforming the futures” of students. The Trust currently has four academies, serving over 4000 students aged 4-18yrs and employs approximately 450 members staff.

Aspiring to be an employer of choice, we recognise that nurturing, developing and supporting our employees is essential to achieving our vision: that every child within the Trust, regardless of background, receives a high-quality education, first-class pastoral care and a wide range of enriching opportunities.

We are committed to reducing our gender pay gaps over the coming years and will continue to implement a series of initiatives designed to support this aim.

This report presents the information that Fairfax Multi Academy Trust is legally required to publish as at the snapshot date of 31 March 2025. It outlines the reasons for our gender pay gap and provides a summary of the actions we are taking to address it. The data has been compiled in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

A gender pay gap reflects the difference in average pay between men and women across all roles within an organisation. This is distinct from equal pay, which refers to the legal requirement to pay individuals equally for work of equal value. We are confident that men and women within the Trust receive equal pay for equal work. The gender pay gap reporting framework requires us to report on male and female employees only.

It is important to note that this report is based on data as at 31 March 2025. As a result, there may be a time lag between the initiatives we implement and their reflected impact within the reported figures.

## 2. Our Gender Pay Gap

### **Gender pay gap as a mean average: 20.50%**

Broken down by teachers and Support roles:

Teachers: 7.04%

Support: 13.81%

The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle salary.

### **Gender pay gap as a median average: 37.57 %**

Broken down by teachers and Support roles:

Teachers: 0.00%

Support: 2.96%

The mean gender pay gap is calculated by deducting the average hourly wage of women from the average hourly wage of men. The pay gap is the difference (%) between these hourly rates.

### **Bonus gender pay gap as a mean average: 0%**

The median bonus gender pay gap is calculated by difference in the midpoints between the bonus pay paid to men and to women. It takes all bonus pay in the sample, lines them up in order from lowest to highest, and picks the middle.

### **Bonus gender pay gap as a median average: 0%**

The mean bonus gender pay gap is the difference between the average bonus pay of women and the average bonus pay of men expressed as a percentage.

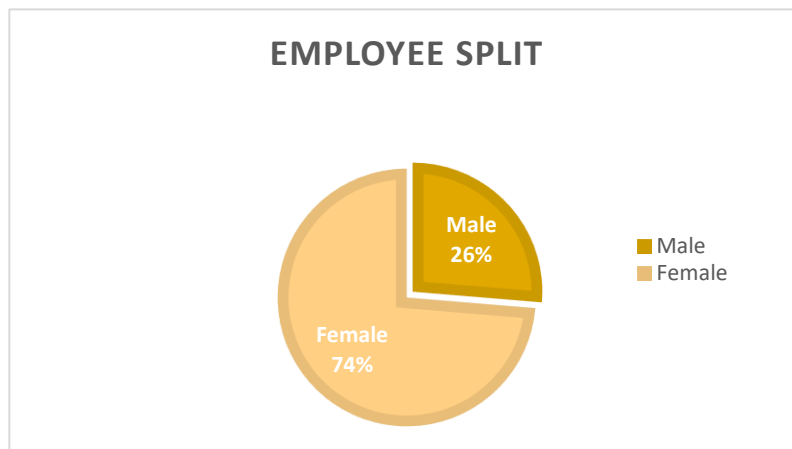
### **Employees by Quartiles:**

March 2025	Male	Female
Quartile 1	13.76%	86.24%
Quartile 2	23.85%	76.15%
Quartile 3	32.11%	67.89%
Quartile 4	35.45%	64.55%

### 3. Understanding our Gender Pay Gap

The Trust's pay gap is strongly influenced by the gender make up of its staff, like many other educational sector organisations, FMAT has proportionately more women than men across the organisation.

The gender make up has a significant impact on the pay gap, with only 26% of the workforce being male.



Furthermore, the Trust has made a strategic decision to invest significantly in our support staffing structure, particularly in pastoral roles. This approach not only strengthens the pastoral provision for students across each Academy but also enables teachers to focus more fully on their core role of teaching, thereby directly contributing to the high-quality education our students receive. As the support staff cohort is predominantly female, this investment also contributes to a more significant gender pay gap, reflecting the higher proportion of women employed in lower-paid support roles compared with teaching positions.

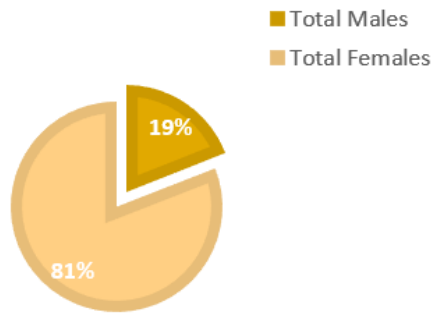
As shown the average pay for teaching roles is significantly higher than those in support roles. Therefore, when comparing all staff the pay gap widens, as shown in the percentages below.

	Support		Teaching	
	Mean	Median	Mean	Median
<b>Percentage</b>	13.81%	2.96%	7.04%	0.00%

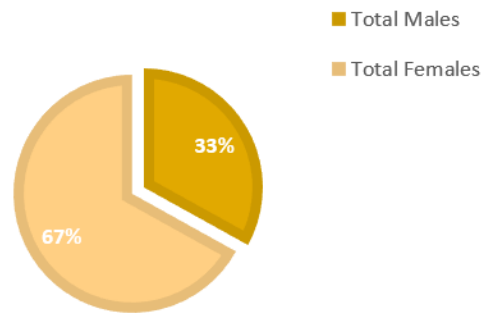
When comparing each cohort, the pay gap is considerably smaller than it is across the overall workforce. The largest contributor to the gender pay gap is the average pay difference between support staff and teaching staff. This indicates that investing in support staff has had the greatest impact on increasing the overall pay gap.

Support and Teaching Cohorts, there is a small gap in the Median average of 7.04%, but no gap in the Mean average. The support Median (13.81%) and Mean gap (2.96%) show a bigger gap than the teaching cohort, however the increase in gap when comparing the whole staffing cohort identifies that the difference in average pay of support staff and teaching staff causes the gap to widen. This is further impacted with more males in teaching role which carry a higher average hourly rate.

## SUPPORT STAFF



## TEACHING STAFF



## 4. Addressing the Gender Pay Gap

FMAT is committed to fostering inclusion, diversity and equality. We operate structured, bias-reducing recruitment campaigns to ensure a fair and transparent process for all applicants. This commitment extends beyond recruitment and underpins our approach to employee development, progression, reward and recognition.

To help minimise any equality gaps, we will:

- Utilise our HRIS to report on and analyse equality data, enabling informed decision-making and identifying areas for improvement.
- Ensure that all decisions relating to recruitment, development, pay and progression follow a clear, consistent and transparent process, with evidence aligned to defined criteria.
- Continue strengthening our people policies to ensure they promote equality, diversity and inclusion across the organisation.
- Provide leaders with effective training so they can apply policies and processes fairly, consistently and without bias.

ENRICHING **LIVES;** TRANSFORMING **FUTURES**

**EXCELLENCE.**  
**DEDICATION.**  
**AMBITION.**  
**INTEGRITY.**  
**TRADITION.**

