GENDER PAY GAP REPORT
31 March 2025

The Pioneer Academy, in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, is required to publish information to demonstrate how large the pay gap is between our male and female employees. This information is taken from a snapshot date of 30th March 2025 and we are required to publish this on our website by 30th March 2026.

The overall gender pay gap is defined as the difference between the mean (average) or median (actual midpoint) hourly rate of pay of male and female employees.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation. The results of these statutory calculations are:

1. **Percentage of men and women in each hourly pay quarter**

Quartile	Male	Female
Upper	16.09% (2024 - 16.82%)	83.91% (2024 - 83.18%)
Upper middle	23.04% (2024 - 20.9%)	76.96% (2024 - 79.1%)
Lower middle	3.03% (2024 - 7.27%)	96.97 (2024 - 92.73%)
Lower	7.36% (2024 - 10.05%)	92.64% (2024 - 89.95%)

2. **Mean (average) gender pay gap for hourly pay**
   The difference between the mean hourly rate of pay that male and female full pay relevant employees receive is **20.05% (2024 - 14.25%) (2023 - 22.49%) (2022 - 15.20%) (2021 - 14.21%) (2020 - 13.5%) (2018 - 16.5%), (2017 - 18.9%).**

3. **Median (actual midpoint) gender pay gap for hourly pay**
   The difference between the median hourly rate of pay that male and female full pay relevant employees receive is **45.69% (2024 - 40.26%) (2023 - 49.37%) (2022 - 17.14%) (2021 - 30.9%) (2020 - 28.4%) (2018 - 36.4%), (2017 - 36.9%).**

4. **Percentage of men and women receiving bonus pay**
   During the 12-month period ending 31st March 2025 **0.35%** of male relevant employees **(2024 - 3.36%)** and **0.15%** of female relevant employees **(2024 - 1.58%)** received a bonus payment.

5. **Mean (average) gender pay gap for bonus pay**
   The difference between the mean bonus rate of pay that male and female full pay relevant employees receive is **63.98% (2024 - 58.95%) (2023 - 59.35%) (2022 - 47.62%) (2021 - 48.6%) (2020 - 35.8%) (2018 - 38.8%), (2017 - 100%).**

6. **Median (actual midpoint) gender pay gap for bonus pay**
   The difference between the median bonus rate of pay that male and female full pay relevant employees receive is **9.09%** **(2024 - -25%) (2023 -25%) (2022 - -42.86%)** **(2021 - 0%) (2020 - 0%) (2018 - 92.8%), (2017 - 100%).**

SUPPORTING STATEMENT

The Pioneer Academy remains fully committed to promoting equality of opportunity for all employees and ensuring fair treatment regardless of gender. Our approach to recruitment, pay, and professional development is firmly grounded in transparency, consistency, and equity.

The Gender Pay Gap is a broad, unadjusted measure that compares the average earnings of men and women across an organisation. It does not reflect equal pay for equal work, but rather highlights differences in workforce distribution and job roles. At The Pioneer Academy, we continue to uphold equal pay principles through our trust-wide pay policy and a robust, job-evaluated grading structure. Teachers and leaders are paid in line with the School Teachers' Pay and Conditions, and support staff roles are aligned to the NJC pay framework.

The data shows that our workforce composition continues to influence our gender pay gap. Men remain more represented in higher-paid roles—typically leadership and full-time teaching positions—and are less represented in lower-paid roles such as teaching assistants, lunchtime supervisors, administrative posts, and extended schools provision, the majority of which are part-time. We therefore believe that our gender pay gap reflects the structure of the education sector and the distribution of roles within our organisation, rather than inequities in pay.

As of the snapshot date, 31 March 2025, The Pioneer Academy employed 922 staff: 808 women and 114 men. This represents an increase of 42 staff from 2024, comprising 47 additional women and five fewer men, largely due to the Trust's expansion by two schools. Our 2022 decision to limit bonus payments to Head Teachers and Senior Executive Leaders continues to shape the outcome of bonus-related calculations.

It is encouraging to note that women continue to make up the majority of staff in the upper pay quartiles. While a large proportion of our female workforce is located in lower-paid roles, many women also hold senior positions, and the most senior leadership roles within the Trust remain predominantly occupied by female staff.

We actively promote flexible working practices for all staff, recognising the importance of supporting wellbeing, work–life balance, and ongoing career progression—particularly for women, who comprise the majority of our workforce. Ensuring that every member of staff can advance and develop within The Pioneer Academy is a key priority.

The Pioneer Academy remains dedicated to reducing the gender pay gap and acknowledges that this forms part of a wider, long-term commitment to championing equality, diversity, and inclusion within our organisation and the education sector more broadly.

Overall, our gender pay gap reflects the composition of our workforce rather than any inequality in pay between men and women undertaking similar roles.

I confirm that the above information has been prepared from our payroll data on the snapshot date of 31st March 2025 and fairly represents the Gender Pay Gap Information for The Pioneer Academy.

Signed: