

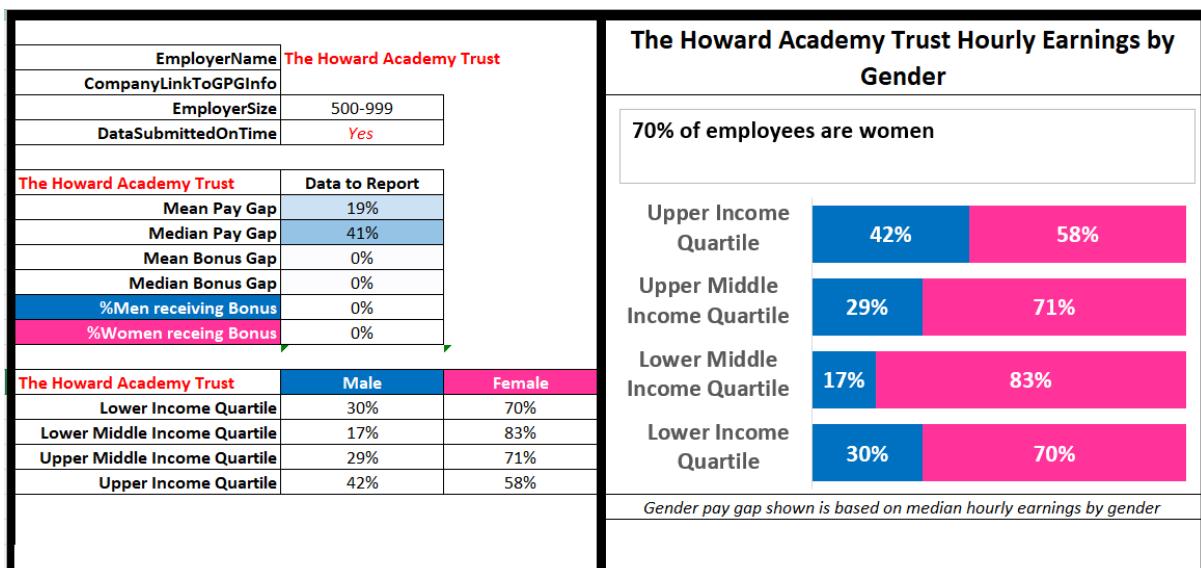
## Gender Pay Gap Report 2025

The Howard Academy Trust as an employer is required by law to carry out Gender Pay Reporting.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation. We are required to publish the results on our own website and a government website by 31<sup>st</sup> March 2026, the data is required to be as snapshot of 31<sup>st</sup> March 2025.

We can use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded



The results for the statutory calculations are:

1. The Mean Gender Pay Gap - The difference between the mean hourly rate of pay that male and female full-pay relevant employees receive: 19%. This shows that, overall, female employees receive lower pay than male employees. This has improved by 4% since last year.
2. The Median Gender Pay Gap - The difference between the median hourly rate of pay that male and female full-pay relevant employees receive: 41%. This shows that, typically, female employees receive lower pay than male employees. This has improved by 5% since last year
3. The Mean Bonus Gender Pay Gap - This indicator is not applicable in The Howard Academy Trust
4. The Median Bonus Gender Pay Gap - This indicator is not applicable in The Howard Academy Trust

5. The proportion of males and females receiving a bonus payment - This indicator is not applicable in The Howard Academy Trust

### **Supporting Statement and Narrative**

The Howard Academy Trust operates as an equal opportunities employer and does not discriminate in any way (as defined by the Equalities Act 2010 and other relevant legislation), regarding recruitment, performance management and employee career development opportunities.

All our posts are aligned to nationally agreed pay scales and our male and female staff are paid within the same pay band for the same job role. The Trust recruits to oppose gender-specific roles and has employees in positions that nationally are considered gender biased. When carrying out a comparison of roles, there is no pay differentiation between male and female employees.

A large percentage of roles in the Trust are part-time and on term-time basis which aligns attendance with the attendance of pupils. This not only includes the number of hours per week but also the number of weeks worked each year. These roles are predominantly carried out by female employees.

Whilst this will impact on the average salaries, it is a factor that influences the decision of applicants and the continuation of employment from staff. Most staff are in the lower pay quartiles and the workforce is predominately female therefore the gap between the 'average' female hourly rate of pay and the 'average' male hourly rate of pay is significantly affected.



Owen McColgan  
Chief Executive Officer  
28<sup>th</sup> January 2026