

**Better Futures Multi Academy Trust
(A Company Limited by Guarantee)**

**Gender Pay Report
31 March 2025**

Contents

1. Introduction	3
2. Mean & Median Outcomes.....	4
3. What are the underlying causes of BFMAT's gender pay gap?	6
4. How does BFMAT's gender pay gap compare with that of other organisations?	6
5. How are we supporting gender equality in the Trust?	7
6. Conclusion.....	8

1. Introduction

Better Futures Multi-Academy Trust (BFMAT) is required by law to publish an annual gender pay gap report.

BFMAT is an equal opportunities employer. We support the fair treatment of all staff, irrespective of gender through our transparent recruitment, pay, and professional development processes.

We use pay scales for all teaching staff. These are aligned with the minimum and maximum of each pay scale within Teachers Pay and Conditions Document, which is reviewed annually. Non-teaching staff pay scales are set by National Joint Council for Local Government Services. We apply these pay scales within our academies. Staff can progress through the pay scales based on their performance following a robust process, meaning that earnings are determined by performance outcomes irrespective of gender.

This is the Gender Pay Gap report for the snapshot date of **31st March 2025**.

The report covers **540** members of staff.

The percentage split of male and female employees is:

70.0 % female,

30.0% male.

2. Mean & Median Outcomes

- The **mean** gender pay gap for hourly pay is **14.91%**.
 - Mean hourly rate for men **£32.31**
 - Mean hourly rate for women **£27.49**
- The **median** gender pay gap for hourly pay is **31.04%**.
 - Median hourly rate for men: **£39.23**
 - Median hourly rate for women: **£27.39**

The proportion and males and females in each quartile band:

BAND	Quartile band description	Male	Female	Total	Male %	Female %
		number	number	number		
A	Lower	26	109	135	19.26	80.74
	(0–25% of full-pay relevant employees)					
B	Lower middle	40	95	135	29.63	70.37
	(25–50% of full-pay relevant employees)					
C	Upper middle	44	91	135	32.59	67.41
	(50–75% of full-pay relevant employees)					
D	Upper	52	83	135	38.52	61.48
	(75–100% of full-pay relevant employees)					
Total		162	378	540	30.00%	70.00%

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Over the past four years, our gender pay gap has generally improved, with the mean gap steadily reducing until last year. Although this year's figures show a small increase, this is part of normal year-to-year movement and not a sign of any underlying shift in how we pay our people. The overall direction remains positive, with more balance emerging across our pay structure.

Concerns include the increase in the median gender pay gap, which suggests that men and women are still not spread evenly across different pay levels. Even though more women are reaching higher-paid roles, many are still concentrated in lower-paid positions, which keeps the gap higher than we would like. Women remain over-represented in lower-paid support roles. Until there is a more balanced mix of men and women across all types of jobs, our pay gap is likely to keep shifting year to year. Strengthening job evaluation and improving progression pathways will be important to help address this.

Year	Gender Pay Gap movement over time			
2021	£26.91	mean hourly pay for men	32.59	Median pay for men
	£22.19	mean hourly pay for women	23.51	Median pay for women
	17.54%	Mean gender pay gap	27.86%	Median gender pay gap
2022	£26.87	mean hourly pay for men	£33.32	Median pay for men
	£22.40	mean hourly pay for women	£23.22	Median pay for women
	16.11%	Mean gender pay gap	30.33%	Median gender pay gap
2023	£27.97	mean hourly pay for men	£32.88	Median pay for men
	£23.54	mean hourly pay for women	£23.23	Median pay for women
	15.85%	Mean gender pay gap	29.34%	Median gender pay gap
2024	£27.87	mean hourly pay for men	£34.92	Median pay for men
	£26.50	mean hourly pay for women	£27.39	Median pay for women
	11.28%	Mean gender pay gap	21.57%	Median gender pay gap
	£32.30	mean hourly pay for men	£39.23	Median pay for men

2025	£27.49	mean hourly pay for women	£27.05	Median pay for women
	14.91%	Mean gender pay gap	31.04%	Median gender pay gap

3. What are the underlying causes of BFMAT's gender pay gap?

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

BFMAT is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above).

BFMAT is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract. Across the UK economy, men are more likely than women to be in senior roles (especially very senior roles), while women are more likely than men to be in front-line roles at the lower end of the organisation. In addition, men are more likely to be in technical and IT-related roles, which attract higher rates of pay than other roles at similar levels of seniority. Women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children. They are also more likely to work part time, and many of the jobs that are available across the UK on a part-time basis are relatively low paid.

This can be seen above in the table depicting pay quartiles by gender. This shows BFMAT's workforce divided into four equal-sized groups based on hourly pay rates, with Band A: including the lowest-paid 25% of employees (the lower quartile) and Band D covering the highest-paid 25% (the upper quartile). In order for there to be no gender pay gap, there would need to be an equal ratio of men to women in each Band. However, within BFMAT, 76.61% of the employees in Band A are women and 23.39% men. The percentage of male employees increases throughout the remaining Bands, from 28.23% in Band B to 36.29% in C and 32.36% in D.

4. How does BFMAT's gender pay gap compare with that of other organisations?

The gender pay gap has been declining slowly over time; over the last decade it has fallen by a quarter for both full-time and part-time employees. For 2023, the gender pay gap for the whole economy (according to the Office for National Statistics (ONS)) for all employees is 13.1%, a slight decrease from 14.2% in 2022.

5. How are we supporting gender equality in the Trust?

While BFMAT's gender pay gap compares favourably with that of organisations both across the whole UK economy and within the education sector, BFMAT is committed to doing everything that it can to reduce the gap. BFMAT recognises that its scope to act is limited in some areas - it has, for example, no direct control over the subjects that individuals choose to study or the career choices that they make.

The 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 career development opportunities.

BFMAT is committed to ensuring that all support posts across the Trust are appropriately and consistently graded irrespective of the gender of the post holder. The MAT is reviewing pay scales across each college to ensure consistency of pay scales for job roles. However, Pay scales for teachers and support staff are set nationally and not at college level.

Working with both the public sector and specifically education, it is common for a high proportion of the workforce to be female.

We are committed to Equality, Diversity and Inclusion values that ensure that all stakeholders of the Trust feel respected and valued and that the principles of openness, transparency, fairness and equality are applied across the Trust.

We will seek to challenge the historical imbalance in the education sector where a disproportionate number of lower paid support staff roles are occupied by female employees.

6. Conclusion

I can confirm that the information collated in the report has been drawn from our payroll records and is an accurate reflection of the position relating to gender pay in our academies.



Uly Lyons
Chief Executive Officer
BFMAT
24th February 2026