Gender Pay Gap Report 2026 Submission

(1st April 2025 – 31st March 2026)

The Stour Academy Trust

Gender Pay Gap Reporting Year 2026-27

(1st April 2025– 31st March 2026)

The Stour Academy Trust (TSAT) as an employer is required by law to carry out Gender Pay Reporting, under the equality act 2010 (gender pay gap information) regulations 2017, to demonstrate how large the pay gap is between our female and male employees.

We publish these results on our website before 31st March each year. We use the results to assess:

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

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

The results of the statutory calculations for the current year are:

1. **Mean Gender Pay Gap**
   The difference between the mean hourly rate of pay that female and male full pay relevant employees receive is 12.67% - A decline on the previous year

2. **Median Gender Pay Gap**
   The difference between the median hourly rate of pay that female and male full pay relevant employees receive is 13.59% - A decline on the previous year

3. **Mean and Median Bonus Gap**
   The percentage of employees who received bonus payments:
   Female 0%
   Male 0%

(*This information relates to some support staff -at the top of their pay band - who receive one-off payments to accommodate the reflection of their performance management review).*

In addition there is 375 Females vs 35 Males employed at the Trust

4. **The proportion of males and females in each Quartile Pay Band**
   As displayed in the following table, TSAT has a much higher proportion of females in all quartiles

Gender	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Female	98.06%	90.29%	90.2%	87.25%
Male	1.94%	9.71%	9.8%	12.75%

Supporting Statement

The Stour Academy Trust is committed to the promotion of equality of opportunity and choice for all employees and supports the fair treatment of all staff irrespective of gender, through our transparent recruitment processes, pay policy and professional development. 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. All posts are aligned to nationally agreed pay scales and our female and male staff are paid within the same pay band for the same job role.

The Gender Pay Gap is a high level, non-adjusted indicator of female and male earnings which is affected by workforce distribution and workforce make-up.

The majority of our staff are in the lower pay quartiles are employed on a pro-rata basis (part time hours, on a term time only basis, which aligns their attendance with the attendance of pupils). This is a factor that influences the decision of applicants. As such, the workforce is predominantly female and therefore significantly impacts the gap between the 'average' female hourly rate of pay and the 'average' male hourly rate of pay. The overall pay gap therefore reflects workforce composition rather than pay inequalities.

Declaration:
I confirm that the above information has been prepared from our payroll data on the snapshot date and fairly represents the Gender Pay Gap information for The Stour Academy Trust.

Rachael Howell,
Chief Executive Officer
13th May 2026