



Marches Academy Trust

The Marches Academy Trust

Morda Road, Oswestry, Shropshire SY11 2AR

T. 01691 664400

E. trustadmin@mmat.co.uk

W. marchesacademytrust.co.uk

CEO: Sarah Finch BA, MA, NPQH, NPQEL

The Marches Academy Trust - Gender Pay Gap Report 2025

Since April 2018, all employers with 250 employees or more employees are required to publish their gender pay gap data every year in accordance with the Equality Act 2010 (Gender pay gap information) Regulations 2017.

This report is produced and published using the data captured on 31st March and is submitted each year thereafter by no later than the 30th of March. This report can also be found on our website, is reported to the Government and subsequently available online by the Government Equalities Office.

The data contained within this report we are required to report on is as follows:

- Mean percentage of pay between males and females
- Median percentage of pay between males and females
- The percentage of men and women in each pay quartile

The difference between the mean hourly rate of pay that male and female full-pay relevant employees receive is up 4.1% than that in 2023.

Mean average gender pay gap hourly pay	2024
Mean average hourly pay for men	29.5
Mean average hourly pay for women	24.6
Gap as a percentage	16.7%

The difference between the median hourly rate of pay that male and female full-pay relevant employees receive is up 5.8% on the previous figure from 2023.

Median gender pay gap for hourly pay	2024
Female	16.93
Male	32.67
Median gender pay gap as percentage of mens pay	48.2%

The proportion of males and females in each quartile pay bracket has remained stable within the lower, lower middle and upper middle quartile. The main impact is within the upper middle quartile where there has been a decrease of 3% in female banding from 2023 and an increase in male percentage by 3%.

Proportion of colleagues per pay quartile	Female (%)	Male (%)
Lower Quartile	84	16
Lower Middle Quartile	84	16
Upper Middle Quartile	67	33
Upper Quartile	69	31
Overall	76	24



This movement comes following an additional secondary school which migrated into the Trust in September 2023 bringing a leadership team inclusive of 4 males into the upper middle quartile pay bands. In addition, there has been an increase in the number of male's holding Headteacher status within our schools which has more than doubled since the last report in 2024, viewing the march 2023 pay data.

The Marches Academy Trust does not pay bonuses and therefore are not required to include this as part of this report.

The Marches Academy Trust is committed to the promotion of equality of opportunity to all employees and supports the fair treatment of all staff irrespective of gender. Male and female staff at the Trust are treated as equals upon appointment and throughout their employment with the Trust.

Both the teaching and associate staff pay scales are nationally agreed structures which are derived from School Teachers Pay and Conditions and the National Joint Council. Therefore, individuals are paid upon their experience, professional merit and the complexities of the role undertaken. The pay structures are not defined by gender and as such the Trust do not have influence.

Sarah Finch
Chief Executive Officer