



Marches Academy Trust

The Marches Academy Trust

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The Marches Academy Trust - Gender Pay Gap Report 2026

Since April 2018, all employers with 250 employees or more 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

Mean Gender Pay Gap – hourly pay

The mean gender pay gap has reduced by 0.3% from 16.7% in 2024. The decrease suggests gradual progress, though the overall position still shows structural imbalance.

Mean average gender pay gap hourly pay	2025
Mean average hourly pay for men	£30.90
Mean average hourly pay for women	£25.90
Gap as a percentage	16.3%

Median Gender Pay Gap – hourly pay

The median gender pay gap has reduced by 1.2% from 48.2% in 2024. The slight reduction in the median gap reflects some positive movement but remains high, suggesting that men remain disproportionately represented in the upper pay ranges.

Median gender pay gap for hourly pay	2025
Female	£18.27
Male	£34.47
Median gender pay gap as percentage of men's pay	47%

Pay Quartile Gender Information

The Marches Academy Trust incorporating: Alliance of Leading Learning, Cockshutt CE Primary School and Nursery, Criffins CE Primary School and Nursery, Grange Primary School and Nursery, Grove School and Sixth Form, Idsall School and Sixth Form, Kinnerley CE Primary School and Nursery, Longlands Primary School and Nursery, Lower Heath CE Primary School and Nursery, Marches School and Sixth Form, MATi, Oakmeadow CE Primary School and Nursery, Selattyn CE Primary School, Shrewsbury Academy, Sir John Talbot's School and Sixth Form, St Andrew's CE Primary School and Nursery, Tilstock CE Primary School and Nursery, West Felton CE Primary School and Nursery, Weston Lullingfields CE Primary School and Nursery, Woodlands School. Marches Academy Trust is a company limited by guarantee registered in England and Wales no. 7680422



Proportion of colleagues per pay quartile	No. of females	Female (%)	No. of males	Male (%)
Lower Quartile	169	83	35	17
Lower Middle Quartile	168	82	36	16
Upper Middle Quartile	132	65	72	35
Upper Quartile	134	66	70	34
Overall	603	74	213	26

The percentage of females has decreased by 2% from 2024 and the percentage of males has increased by 2% from 2024. The Trust has not grown in number of schools since it last reported on March 2024 data, however, there have been very minimal shifts in the percentage of males and females sitting within all quartiles of no more than 3% movement applicable in any quartile.

Females continue to dominate the proportion of the two lower quartiles in roles offering not only a more sustainable work life balance but in roles typically held by females such as lunchtime supervisors, wraparound clubs, student support roles and administration.

With the minority of the workforce representing males, it is typical in our structure that males hold higher paid roles within teaching and senior leadership in our schools. However, the reduction from 2024 does support the marginal narrowing of the gap.

The Marches Academy Trust does not pay bonuses and therefore does include this as part of this report. The data collated is inclusive of all employees including casual staff and those who hold more than one role within our schools.

Both the teaching and associate staff pay scales are nationally agreed pay structures 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.

The data demonstrates small but positive improvements in both mean and median pay gaps year-on-year. However, the underlying workforce structure, particularly the concentration of women in lower-paid roles and increasing numbers of men in senior positions, continues to drive an extensive median gap.

Opportunities remain for the Trust to continue to:

- Support talent development and progression
- Continue leadership pathway development initiatives
- Promote gender balance in senior and strategic posts
- Improve workforce flexibility
- Monitor recruitment and promotion trends
- Strengthen mentoring and succession planning for aspiring leaders



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 from application, appointment and throughout their employment with the Trust.

Sarah Finch
Chief Executive Officer
