

Tudor Grange Academies Trust Gender Pay Gap Report 2025

This report provides the statutory information that Tudor Grange Academies Trust is required to publish to comply with legislation introduced in April 2017. The legislation requires all employers with more than 250 employees to publish their gender pay gap.

At the snapshot date, (March 31st 2025), Tudor Grange Academies Trust comprised of 13 academies (TGA Solihull, TGA Worcester, TGA Redditch, TGA Samworth (secondary and primary), Robert Smyth Academy, TGA Kingshurst, TGPA St James, TGPA Haselor, TGPA Yew Tree, TGPA Meon Vale, TGPA Perdiswell, TGPA Hockley Heath and TGPA Langley).

All employers are required to provide 6 measures of gender pay gap. These are:

1. Mean gender pay gap
2. Median gender pay gap
3. Mean bonus gender pay gap
4. Median bonus gender pay gap
5. Proportion of males and females receiving a bonus payment
6. Proportion of males and females in each quartile band.

Tudor Grange Academies Trust is committed to ensuring fair pay for all members of staff and is not complacent in addressing the gender pay gap as part of this ongoing process. The outcomes of pay award decisions are shared with our board of trustees, principals and local governing bodies for scrutiny and pay policies and practices actively reviewed.

Why equal pay and gender pay differ

It should be noted that Gender Pay Gap is not the same as unequal pay.

Gender Pay Gap:	The difference between hourly earnings of men and women working across an organisation
Equal Pay:	Men and women are paid the same for like work

Gender Pay Gap at Tudor Grange Academies Trust

The National Gender Pay Gap among full-time employees was 6.9% in April 2025, down from 7.1% in April 2024. Among all employees, the gender pay gap decreased to 12.8% in April 2025, down from 13.1% in April 2024. For part-time employees, the gender pay gap was negative 2.9% in April 2025. This was an increase from April 2024, where it was negative 3.0%. (ONS estimate).

For 2025 at Tudor Grange Academies Trust:

1. Our Mean gender pay gap is 21.9%
2. Our Median gender pay gap is 41.2%

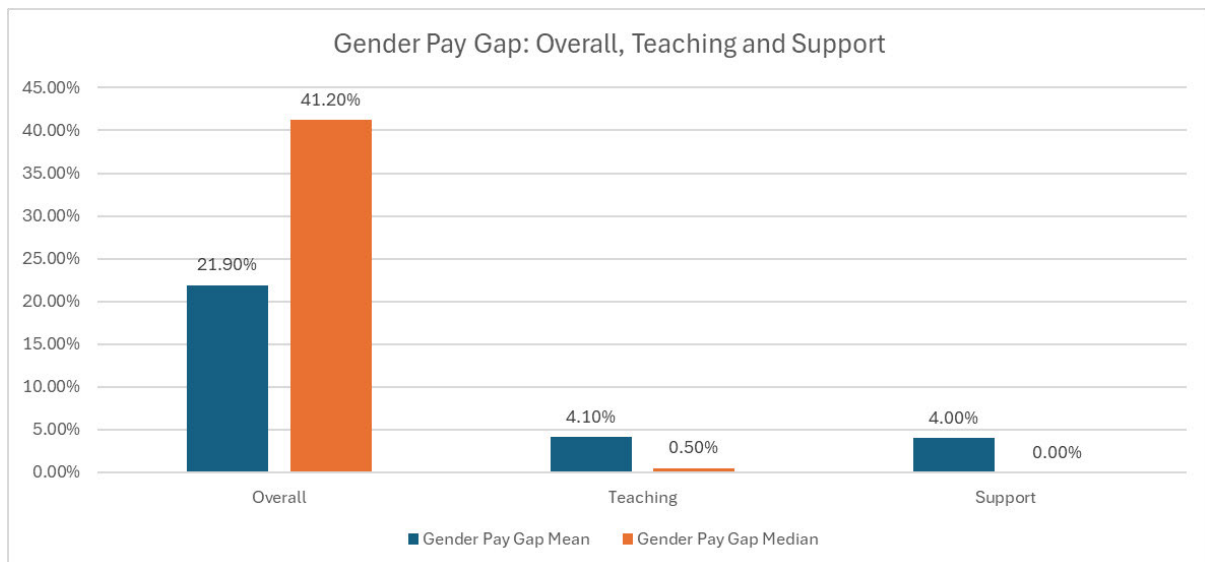
At TGAT, our mean gender pay gap shows that women earn 21.9% less than men (2024 21.6%, 2023 18.75%, 2022 20.1%, 2021 19.4%, 2020 21.8%, 2019 22.9%, 2018 22.2%). The median gender pay gap was 41.2% (2024 38.7%, 2023 29.7%, 2022 30.4%, 2021 33%, 2020 36.2%, 2019 35.2%, 2018 40.1%). We are confident that the gender pay gap is not a result of paying men and women differently for work of equal value, but rather from the distribution of roles between our

male and female employees. Part time roles attract more women applicants. This is typical of establishments throughout the Education sector e.g. maintained schools, academies and also universities. There are more women than men working in the sector.

The distribution of roles between males and females records a larger proportion of male staff employed in the Trust working as teachers 73% (2024 76%, 2023 77%, 2022 77%, 2021 81%, 2020 72%, 2019 74%, 2018 65%) than the proportion of female staff employed as teachers 45% (2024 45%, 2023 47%, 2022 47%, 2021 43%, 2019 44%, 2018 45%). This difference means male staff are more likely to be in higher paid teaching roles than in lower paid support roles, particularly following the outsourcing of site staff. The opposite is true for female staff, with a greater proportion in lower paid support roles. These statistics can be influenced by the number of primary schools within the Trust which tend to attract and employ more women than men.

Figure 1 shows that whilst the gender pay gap for all staff within the trust is higher than the national average, splitting into teaching and support staff significantly reduces the gender pay gap.

Figure 1: Gender Pay Gap split by role



- 3. Mean bonus gender pay gap is 0.0%
- 4. Median bonus gender pay gap is 0.0%
- 5a Proportion of males receiving a bonus is 0.0%
- 5b Proportion of females receiving a bonus is 0.0%

No bonus payments were made during the relevant period, as the Trust moved to a system of special responsibility payments.

Figure 2: Proportion of males and females in each quartile band (based on hourly rate of pay)

Quartile	Total number of staff	Female % in quartile	Male % in quartile
Lower	240	88%	12%

Lower Middle	241	88%	12%
Upper Middle	241	72%	28%
Upper	241	63%	37%

As in previous years, the composition of the workforce in the Education sector is reflected in the quartile distribution of the male and female staff by hourly rate. In our lower and middle quartiles, most staff are female. A larger proportion of our male employees are in the upper middle and upper quartile for hourly rate of pay. Many of our lowest paid roles have typically attracted female applicants only as these offer part time employment during term time. All applicants to these positions, whether male or female, are considered equally however our recruitment to these roles reflects the national position.

Steps to address Gender Pay Gap

TGAT remains firmly committed to addressing and reducing its gender pay gap and has already secured demonstrable improvements over time. The Trust’s approach is rooted in fairness, transparency and sustained investment in professional development, ensuring that all staff are supported to maximise their potential irrespective of gender.

The Trust is committed to enabling existing staff to pursue career progression through an ongoing, dialogue-driven approach to performance management and career development. This approach ensures individuals are encouraged and supported to access professional development opportunities and leadership pathways, thereby strengthening progression at all levels of the organisation.

TGAT no longer operates a bonus payment structure and undertakes regular reviews of executive and senior leadership pay, ensuring remuneration remains proportionate and benchmarked appropriately.

Cross-school collaboration and deployment within the Trust has enabled support staff to access broader, more challenging and rewarding roles. This approach is complemented by the Trust’s recognition of the importance of specialist expertise being represented at leadership level, creating pathways into senior roles for staff from a range of professional backgrounds. The Trust also actively considers female representation across leadership structures and seeks to encourage women to pursue leadership and management positions by leading by example. As at January 2026:

- 57% of Principals and Heads of School are female and 43% are male
- The Executive Team comprises 73% female and 27% male representation
- All academies have a broadly equitable balance of male and female staff within their leadership teams
- The Trust’s Chief Executive Officer is female
- Management of support staff also demonstrates strong female representation

TGAT recognises that while representation at senior levels is strong, continued focus and targeted action remain essential to ensure sustained progress and ongoing equity of opportunity across the organisation.

The Trust maintains robust governance and monitoring arrangements in relation to its gender pay gap. Gender pay gap data is reviewed annually by the Board and relevant committees (Finance & Personnel Committee), with clear accountability for monitoring progress and identifying areas for further improvement. The Trust also continues to review pay quartile data to identify and address any structural factors that may impact progression into higher-paid roles.

TGAT regularly reviews its recruitment, progression and pay practices to ensure fairness, consistency and transparency across the organisation. Recruitment processes, including shortlisting and appointment decisions, are kept under ongoing review to minimise bias and support equitable outcomes. The Trust applies consistent role grading, job evaluation and external pay benchmarking to ensure that pay structures remain fair and proportionate. Clear progression routes are articulated for both teaching and support staff, including pathways into specialist and leadership roles.

The Trust is committed to developing strong and inclusive leadership pipelines. Targeted leadership development opportunities, mentoring and coaching are provided to support progression into senior roles, particularly where groups are under-represented. Where appropriate, flexible and part-time leadership models are supported to support career progression alongside caring responsibilities. TGAT also continues to invest in cross-Trust roles and secondment opportunities, enabling staff to broaden their experience and develop the skills required for future promotion.

TGAT recognises the importance of fostering an inclusive and supportive workplace culture. Flexible working arrangements are promoted where operationally feasible, and the Trust regularly reviews policies relating to parental leave, return-to-work support and work-life balance. Ongoing dialogue with staff is maintained to better understand lived experiences, identify any unintended barriers, and inform future actions aimed at promoting equality of opportunity.

TGAT acknowledges that addressing the gender pay gap is a continuous process. The Trust remains committed to embedding fairness, transparency and equality of opportunity across all aspects of its employment practices and will continue to review and strengthen its actions to support sustained progress.

Data recorded will see fluctuations as new schools join the academies. It is recognised within the sector that Primary schools tend to have a workforce that is predominantly female whereas secondary schools tend to attract the majority of males working in Education. However, the Tudor Grange Academies Trust will continue to review data and trends to address the gender pay gap in line with its obligations.

Tudor Grange Academies Trust

Gender Pay Gap Statistics

Gender Pay Gap

Report date	2017 (7 schools)	2018 (7 schools)	2019 (8 schools)	2020 (10 schools)	2021 (10 schools)	2022 (12 schools)	2023 (12 schools)	2024 (13 schools)	2025 (13 schools)
Gender Pay Gap Mean	19.50%	22.2%	22.9%	21.8%	19.4%	20.1%	18.7%	21.6%	21.9%
Gender Pay Gap Median	22.80%	40.1%	35.2%	36.4%	33%	30.4%	29.7%	38.7%	41.2%
Gender Bonus Pay Gap Mean	-18.40%	-22.2%	30.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Gender Bonus Pay Gap Median	0.00%	22.9%	0.0%	0.05%	0.00	0.0%	0.0%	0.0%	0.0%

Proportion of Males and Females receiving a bonus

	2017 (7 schools)	2018 (7 schools)	2019 (8 Schools)	2020 (10 schools)	2021 (10 Schools)	2022 (12 schools)	2023 (12 schools)	2024 (13 schools)	2025 (13 schools)
Proportion of males	6.9%	3.9%	2.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Proportion of females	6.4%	7.4%	7.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Proportion of males and females in each quartile band (based on hourly rate of pay)

	Number of Staff in each quartile				% of female Staff in each quartile				% of male Staff in each quartile			
	2022 (12 schools)	2023 (12 schools)	2024 (13 schools)	2025 (13 schools)	2022 (12 schools)	2023 (12 schools)	2024 (13 schools)	2025 (13 schools)	2022 (12 schools)	2023 (12 schools)	2024 (13 schools)	2025 (13 schools)
Lower	210	218	238	240	89%	85%	87%	88%	11%	15%	13%	12%
Lower Middle	210	219	237	241	78%	82%	87%	88%	22%	18%	13%	12%
Upper Middle	211	219	237	241	70%	69%	73%	72%	30%	31%	27%	28%
Upper	210	218	237	241	62%	62%	62%	63%	38%	38%	38%	37%

Declaration

We confirm that the gender pay gap calculations are accurate and meet the requirements of the Equality Act 2010 (Gender Pay Gap Information Regulations 2017)

Signed:



Claire Maclean, CEO
Date: 5th February 2026



Dr P Rock, Chair of MATB
Date: 5th February 2026