



Gender Pay Gap Report 2024

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| Approved by: | CEO |
| Last reviewed: | March 2025 |
| Next review due by: | March 2026 |

1 INTRODUCTION

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This report contains The CAM Academy Trust's disclosure of the gender pay gap as of the 31 March 2024 (snapshot date) and we are required to report within one year of this date. The published information has been prepared from payroll data on that snapshot date and is accurate at the time of publication.

All companies with 250 or more employees are required to publish their gender pay gap. The gender pay gap is the difference between the hourly rate of pay for male employees and female employees.

The gender pay gap is reported using the following data:

- Mean – Average hourly pay
- Median - The mid-point of the hourly rate of all salaries when organised from lowest to highest
- Bonuses - The number of staff receiving bonuses by gender and the gender gap for bonus payments (mean/median).
- Quartiles – The distribution of gender in each pay quartile (i.e. organising the hourly rate from lowest to highest, splitting them into four equal groups and showing how many men and women are in each group)

In order to calculate The CAM Academy Trust gender pay gap, we have used the data from all staff who fall into the category of a 'Relevant Full Pay Employee' as defined in the Government Equalities Office [Gender pay gap reporting: guidance for employers](#). This includes all school and central Trust staff, regardless of their contractual terms and conditions, but excludes staff who have taken unpaid leave during the period.

On the 31 March 2024, the Trust consisted of 4 secondary schools, 7 primary schools and a central team.

Cambourne Village College
Comberton Village College
Melbourn Village College
St Peter's School

Everton Heath Primary School
Gamlingay Village Primary
Hartford Infant School
Hartford Junior School
Jeavons Wood Primary School
Offord Primary School
Thongsley Fields Primary School

2 CONTEXT

The gender pay gap is different to equal pay reporting. Equal pay reporting shows the differences between men and women who carry out the same job, or whose work is of equal value. The gender pay gap figures show the difference in the average pay between all men and women in a workforce regardless of their position within the organisation. If the Trust's findings show that there is a particularly high gender pay gap, this could indicate that there may be a number of issues to deal with, and the individual calculations may help to identify what those issues are.

For the purposes of gender pay reporting, the definition of who counts as an employee is defined in the Equality Act 2010. This is known as an 'extended' definition which includes:

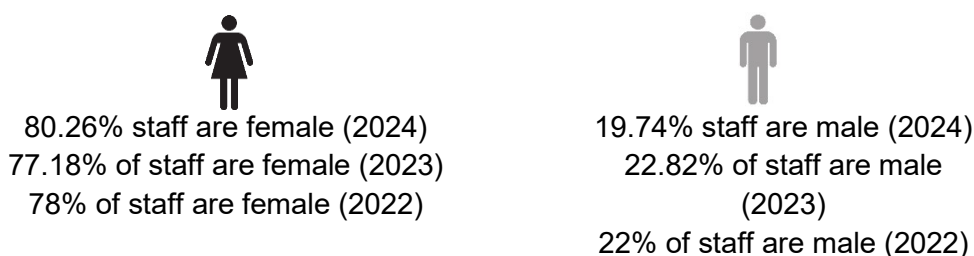
- employees (those with a contract of employment)
- workers (contract to do work or provide services)
- some self-employed individuals (where they have to personally perform the work)

Each part time worker will count as one employee for gender pay reporting purposes. Where we operate a job-share, each employee within the job-share counts as one employee.

3 THE CAM ACADEMY TRUST GENDER PAY GAP – HEADLINE FIGURES

The number of relevant full pay employees included in the sample was 1,135. Of this sample, 911 were female and 224 were male.

Gender Profile of The CAM Academy Trust:



The CAM Academy Trust's Gender Pay Gap



Hourly pay quartiles with comparative data:

| | All Staff | | Lower Quartile | | Lower middle quartile | | Upper middle quartile | | Upper Quartile | |
|------|-----------|----------------------|----------------|----------------------|-----------------------|---------------------|-----------------------|----------------------|----------------|----------------------|
| | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male |
| 2024 | 77.89% | 22.11% Gap 55.78% | 77.03% | 22.97% Gap 54.06% | 93.92% | 6.08% Gap 87.84% | 75.01% | 24.99% Gap 50.02% | 65.88% | 34.12% Gap 31.76% |
| 2023 | 77.18% | 22.82% Gap 54.36% | 81.45% | 18.55% Gap 62.9% | 90.55% | 9.45% Gap 81.1% | 63.64% | 36.36% Gap 27.28% | 73.09% | 26.91% Gap 46.18% |
| 2022 | 78% | 22% Gap 56% | 80.7% | 19.3% Gap 61.4% | 91% | 9.0% Gap 82% | 73.1% | 26.9% Gap 46.2% | 66.6% | 33.4% Gap 33.2% |

NB: Information relating to the Gender Pay Gap in the UK: 2024 is available on the [ONS](#) website.

4 WHAT DO THESE FIGURES MEAN?

On the 1 March 2024 (snapshot date), 77.03% of employees within the **lower quartile** of the Trusts pay structure were female; this is primarily due to a higher number of female staff that are attracted to part time flexible positions with lower rates of pay. However, the pay gap between genders in this quartile has reduced, which clearly demonstrates our efforts to attract male staff into part time operational roles. With a balanced representation of male and female staff in this quartile, we believe that the data would show a more significant reduction in the pay gap.

The data in the **upper quartile** shows a 7.21% reduction of females when compared with the previous year. This reduction is partly due to the recruitment of new male staff in the upper quartile, but also the movement of female staff from the upper quartile to the upper middle quartile. This demonstrates our commitment to recruit and develop all staff irrelevant of gender for middle leadership roles, and to pay them at a rate commensurate with their role and level of responsibility. This quartile also shows a notable reduction of 14.42% in the gender pay gap. This reduction is further evidence of our continued efforts to close the pay gap.

Across the trust, female staff are dominant in all four pay quartiles and represent 93.92% and 75.01% of the work force in the **lower middle** and **upper middle quartile** respectively. This shows our ongoing commitment to ensuring a healthy representation of females within operational and middle leader roles. The **lower middle quartile** has the highest gender pay gap at 87.84% but we know that this is primarily due to a reduction of part time male staff in this quartile. Reducing the gender pay gap in this quartile implies increasing the proportion of men and continuing the focus on creating pay equity. We will continue to monitor this quartile carefully.

The CAM Academy Trust are confident that when doing equivalent jobs across the organisation, all staff are paid equally, regardless of their gender. Workforce expressed preferences for certain types of roles and the way they can be more flexibly structured, provides evidence that the apparent pay gaps across the quartiles are unrelated to pay inequalities but rather an unequal representation of females and males that provides a distorted view.

We are pleased to see that our gender pay gap has reduced in some areas, however we recognise there is a gender issue, in that middle leadership and senior leadership roles are not being filled by female staff, even though pay is equitably applied across equivalent jobs in compliance with the STPCD and NJC terms and conditions. We are committed to developing all staff but also to offering flexible working arrangements that remove the barriers to female staff pursuing middle and leadership roles.

5 BONUS PAY

Due to the nature of the pay scales and pay schemes used by the Trust, bonus payments are not actively used and there were no bonus payments made within this period.

6 CONCLUSION

The CAM Academy Trust is an equal opportunities employer and as such is committed to ensuring that the right person is employed for the right role. Whilst this data helps us to better understand our gender pay gap, we must consider that this information is now a year out of date and that there have been several changes to the gender mix across the trust since March 2024. It is also recognised that reporting a combined figure for teaching and non-teaching staff that are on different terms and conditions will continue to have a negative effect when reporting our gender pay gap. However, it is encouraging to understand that our data is mostly in line with that of other multi academy trusts.

We remain dedicated to achieving equality within our trust and continue our work to increase the number of leadership roles and development opportunities that are available to female colleagues. We also remain focussed on enhancing the terms and conditions of the lowest paid groups of staff across the organisation.

Claire Heald
Chief Executive Officer
The CAM Academy Trust