BRADFORD ACADEMY TRUST

Gender pay gap report 2025 (Published 2026)

Snapshot date: 31st March 2025

Difference in mean and median hourly rate of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference male to female	19.06% (18.43 %)*	50.61% (45.11%)*

*2024 figures

Difference in mean and median bonus pay

	Difference in the mean bonus pay	Difference in the median bonus pay
Pay gap. % difference male to female	N/A	N/A

Proportion of male and female employees who were paid bonus pay

	Proportion receiving a bonus
Male employees (% paid a bonus compared to all male employees)	N/A
Female employees (% paid a bonus compared to all female employees)	N/A

Proportion of male and female employees according to quartile pay bands

	Quartile 1. Lower	Quartile 2. Lower middle	Quartile 3. Upper middle	Quartile 4. Upper
Male (% males to all employees in each quartile)	16.9% (18.68%)*	16.67% (28.33%)*	36.62% (38.89%)*	37.5% (40.54%)*
Female (% females to all employees in each quartile)	83.1% (81.32%)	83.33% (71.67%)*	63.38% (61.11%)*	62.5% (59.46%)*

*2024 figures

Supporting statement

I confirm that the information published here is accurate.

Signature: .... **Date:** **24/02/25**

Status/position: **Executive Principal**

Optional supporting narrative

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 involves carrying out six calculations that illustrate the difference between the average earnings of men and women in our organisation. As the Academy does not pay any bonus to staff we need only do three calculations. We are required to publish the information on both our website and the Government website. We used a snapshot date of 31 March 2021. We are an all through Academy covering the 2-19 age range and the figures reflect all staff.

Pay Gap v Equal Pay

The gender pay gap is not the same as unequal pay. Unequal pay is giving women less than men for the same work. This has been unlawful since the Equal Pay Act was introduced in 1970.

The 2025 figures show a mean hourly pay gap of 19.06% and a median hourly pay gap of 50.61% (male to female). Compared with the 2024 figures (18.43% mean and 45.11% median), both measures have increased. This indicates that, while average pay differences remain influenced by the distribution of roles, the midpoint comparison (median) has widened more sharply, reflecting a greater concentration of men in higher-paid roles relative to women at the middle of the pay distribution.

Bradford Academy currently employs 286 staff. There are 209 (73.08%) female employees and 77 (26.92%) male employees. The quartile analysis demonstrates that women form the majority of employees in all four pay quartiles. Women represent 83.1% of the lower quartile, 83.33% of the lower-middle quartile, 63.38% of the upper-middle quartile, and 62.5% of the upper quartile. Men are therefore more heavily represented proportionately in the higher-paid quartiles despite being a smaller overall proportion of the workforce.

This pattern reflects the Academy's role structure and the composition of the education sector more broadly. While the workforce is predominantly female overall, a higher proportion of male employees occupy roles in the upper and upper-middle quartiles, which has a direct impact on both the mean and median gender pay gap figures.

***2024 figures**

The requirement to report pay data for the Academy as a single entity means that differences between phases are combined. The primary phase has a significantly higher proportion of female staff than the secondary phase, which affects the overall distribution across quartiles and contributes to the reported gap.

Women are now strongly represented in senior and higher-paid roles, accounting for over four-fifths of the highest paid jobs. However, the continued concentration of female employees in lower-paid support roles within the lower and lower-middle quartiles remains a contributing factor to the overall.

The increase in the pay gap compared with the previous year highlights the importance of continued scrutiny. The Academy will keep its recruitment, progression, and development practices under review to ensure that opportunities for advancement and reward remain fair, transparent, and accessible to all employees, regardless of gender.

***2024 figures**