



GENDER PAY GAP REPORT

2024/2025

INTRODUCTION

Embark Federation is a cross-phase Multi Academy Trust, with 21 schools (primary and secondary) in Derbyshire providing education for c6.5k children and young people. Our shared vision is to have 'Stand out schools at the heart of their communities' so that our entire community, families, young people, and staff can love learning, love life. We achieve this through living our core beliefs of family, integrity, teamwork, and success in our every interaction.

At Embark Federation we are committed to creating and maintaining an inclusive learning and working environment where discrimination is not tolerated, where all pupils and colleagues within our family of schools can reach their full potential and can truly love learning, love life. We have committed to doing this by bringing to life our collective commitment to inclusion.

The gender pay gap is a challenge for us, and one we are embracing. We are early in our journey but have made leaps forward in understanding our data and making proactive steps to close the gender pay gap. In the space of 12 months we have improved in every quartile and now have a data set that allows us to focus in on where we may have opportunities to take intentional action. Although our overall gap has increased using the median measure this is because of the number of men, the setting, and roles worked in compared to women and our data will allow us to continue to take proactive steps where possible. We recognise that this is a long-term commitment, and this report identifies the internal work we need to do to continually monitor and also remove the barriers to pay equality where we can.

I urge all colleagues to read this report which outlines where our challenges are and the much-needed actions to reduce our gender pay gap but also so you too can help support to make a difference.

Matt Crawford

Trust Leader



WHAT IS THE GENDER PAY GAP

The gender pay gap measures the difference between the average hourly pay rate for men and the average hourly pay rate for women. Although related, it is distinct from equal pay. The Equal Pay Act of 1970 and the Equality Act 2010 legislated that women and men must receive equal pay if performing equal work in the same employment. Equal pay includes all benefits, bonuses or performance-related salary increases.

The gender pay gap is a longstanding phenomenon and its causes are complex; this applies regardless of sector. Social pressures and norms also influence gender roles and often shape the types of interests, occupations, and career paths which men and women follow, and therefore their level of pay.

Pay gaps can be a good indicator of inequalities in access to work, progression, and rewards.

GENDER PAY SPECIFICS

The gender pay report does not calculate if women and men in the same or similar roles are on equal pay. The gender pay report highlights gender percentage across an organisation and if gender percentage varies between pay quartiles.

There are seven calculations in a gender pay report to measure full-pay relevant employees:

- Gender percentage of women and men employed
- Gender percentage of women and men employed per pay quartile
- Mean (average) gender pay gap
- Median gender pay gap
- Gender percentage of women and men who received bonus pay
- Mean (average) gender bonus pay gap
- Median gender bonus pay gap
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(GOV.UK, 2020)



HOW WE CALCULATE GENDER PAY GAP

Gender pay gap (GPG) is calculated as the difference between average hourly earnings (excluding overtime) of men and women as a proportion of average hourly earnings (excluding overtime) of men. For example, a 10% GPG denotes that women earn 10% less, on average, than men. Conversely, a -10% GPG denotes that women earn 10% more, on average, than men.

Mean is the measure of the average which is derived by summing the values for a given sample, and then dividing the sum by the number of observations (i.e. headcount) in the sample. In earnings distributions, the mean can be disproportionately influenced by a relatively small number of high-paying jobs.

Median is the value below which 50% of jobs fall. It is the Office for National Statistics (ONS) preferred measure of average earnings as it is less affected by a relatively small number of very high earners and the skewed distribution of earnings. It therefore gives a more accurate indication of typical pay than the mean.

HOW GENDER PAY GAP DIFFERS FROM EQUAL PAY

Equal pay means that women and men in the same position performing equal work must receive equal pay, this is a legal requirement under the Equality Act 2010. Gender pay reports calculate the difference in average pay for women and men, regardless of the nature of their work, across an organisation, this measure is known as a gender pay gap.

HOW WE DEFINE FEMALE AND MALE

To calculate the data in this report, we have used the terms 'Male' and 'Female' to represent their legal gender.



EMBARK DATA

Our pay structures

We use nationally agreed pay scales for all staff. Those for teaching staff are aligned with the minimum and maximum of each pay scale within the School Teachers' Pay and Conditions Document, updated annually. The pay scales for support staff are in line with the rates set by the National Joint Council for Local Government Services that are endorsed or amended through the Derbyshire County Council partnership arrangements. Staff progress through the pay scales based on incremental progression eligibility, so earnings are determined irrespective of gender. The types of roles in schools, by phase, and across the central team are wide in variety and skill mix.

Our Results

In 2024/25 Embark employs a higher proportion of female staff 84% (83% in 22/23), and males therefore make up 16% (17% in 22/23) of our staff.

Across each quartile the representation of males and females is as follows with the 23/24 data in (brackets) to demonstrate movement:

Table 1: Embark Employees by gender

	Quartile 1 (lower)	Quartile 2 (lower middle)	Quartile 3 (upper middle)	Quartile 4 (upper)
Male (% males to all employees in each quartile)	10% (10%)	13% (13.5%)	14% (14.5%)	28.5% (28%)
Female (% females to all employees in each quartile)	90% (90%)	87% (86.5%)	86% (85.5%)	71.5% (72%)

The following table sets out the gender pay gap across each quartile. The following observations can be drawn:

1. The calculation used is consistent with the previous submission giving a like for like comparison based on average hourly wage based on a 52-week year for all employees. Previously the calculation used was a 39-week year for teaching staff only. The revised calculation formula produces an accurate hourly pay comparison.
2. We have seen an improvement in closing the gap in every quartile.
3. Overall the mean pay gap has reduced which reflects shifts in every quartile.
4. Overall the median has increased. This is because the data is skewed as the total number of men employed is small compared to women and is concentrated in Quartile 4.

Table 2: Pay gap differences by gender

Pay gap % difference male to female –	Difference in the mean hourly pay (23/24)	Difference in the median hourly pay (23/24)
Quartile 1	-4.2% (1.13%)	1.5% (1.63%)
Quartile 2	-2.8% (-3.48%)	-3.3 (-4.46%)
Quartile 3	8.4% (10.25%)	14.8% (18.58%)
Quartile 4	8.9% (10.60%)	0% (0.%)
Overall Pay gap % difference male to female	21.8% (23.4%)	30.7% (25.9%)

No bonus payments were made in Embark in 2024/2025 therefore no gender bonus gaps exist.

OUR COMMITMENT

We recognise that we have a challenge in closing the gender pay gap and are committing to intentional action and decision making to do so. The following sets out our commitments, which have been updated to reflect where our data is suggesting to focus.

01. Strategy

- Delivering our key People Priorities that support the delivery of the collective commitment to inclusion

02. Being Data Led

- Working on an Equality Diversity and Inclusion (EDI) dashboard to truly understand our representation in the context of the communities we serve for focused intervention
- Using the GPG dashboard to make informed decisions

03. Policy and Process

- A commitment to putting the gender pay gap at the heart of our decision making on pay
- Embedding a trust wide induction and on-boarding process with a focus on long term retention

04. Staff engagement

- Sharing our collective commitment with all staff and helping everyone understand our shared responsibility for equality .
- Listening to staff and responding with support and development opportunities.

05. Recruitment and Selection

- Embedding Inclusive recruitment principles with consistency of application across Embark to ensure fairness and equitable access to progression opportunities with full transparency
- Monitoring and Improving diversity at every level in Embark

06. Support Policies for our staff

- Ensuring visibility and ease of access to our policy and procedures to support people to stay in work e.g. Flexible working and Parental Leave policies
- Targeting interventions and monitoring uptake of coaching and support for all parents on parental leave or recently returned to work
- Updating and ensuring transparency of our flexible working process and decision making for all staff

07. Reporting, review and scrutiny

- Producing in-year reporting to actively monitor and track progress
- By Sept 25 reviewing and scrutinising the reports at relevant school

Declaration

We confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Date: 12th May 2025





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