



BORDESLEY MULTI ACADEMY TRUST

Bordesley Multi Academy Trust

Gender Pay Gap Report 2025

In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulation 2017, as an employer with over 250 employees Bordesley Multi Academy Trust (BMAT) is required to publish gender pay gap information for the snapshot date of 31 March 2025.

The overall gender pay gap is defined as the difference between the mean (average) or median (actual midpoint) hourly rate of pay of male and female employees. Under the Regulations the six measures that employers are required to report on are:

- mean gender pay gap in hourly pay
- mean bonus gender pay gap (if relevant)
- proportion of males and females in each bonus payment (if relevant)
- median gender pay gap in hourly pay
- median bonus gender pay gap (if relevant)
- proportion of males and females in each pay quartile

The results of these calculations for Bordesley Multi Academy Trust are:

	Percentage Split	Mean Pay Gap	Median Pay Gap	Upper Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile
Female	75.5%	19%	36%	63.0%	76.5%	76.8%	85.4%
Male	24.5%			37.0%	23.5%	23.2%	14.6%

Bonus payments do not form part of the Trust pay policy so there is no data available.

Bordesley Multi Academy Trust is committed to ensuring fair pay for all members of staff regardless of their gender through transparent recruitment and professional development processes and pay policies. All posts are aligned to nationally agreed pay scales and male and female staff are paid within the same pay band for the same job role.

Adrian Ward

Chief Executive Officer

Date: 5th March 2026

CEO: Mr A Ward, B.Mus, NPQH

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