



Gender Pay Gap Report 2025

Approved by:	CEO
Last reviewed:	March 2026
Next review due by:	March 2027

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 2025 (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 2025, the Trust consisted of 4 secondary schools, 8 primary schools and a central team.

Secondary schools			Primary schools
Cambourne	Village	College	Everton Heath Primary School
Comberton	Village	College	Gamlingay Village Primary
Melbourn	Village	College	Harston & Newton Primary
St Peter's School			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:

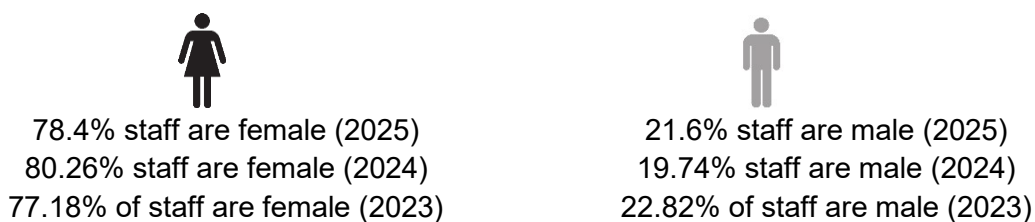
- employees (those with a contract of employment)
- workers (contract to do work or provide services)
- some self-employed individuals (where they have to personally perform the work)

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.

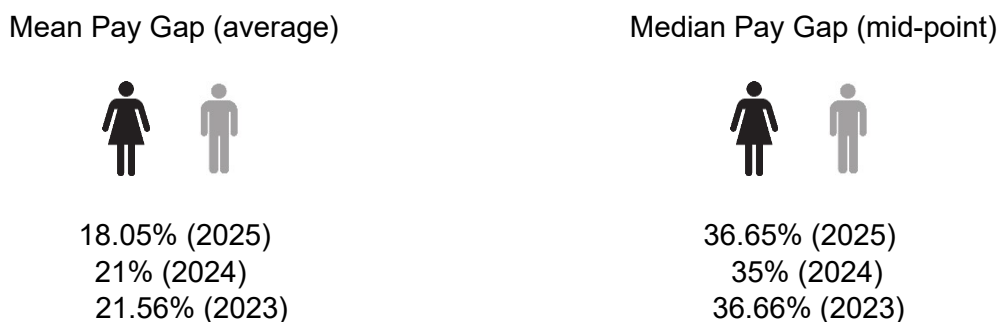
3 THE CAM ACADEMY TRUST GENDER PAY GAP – HEADLINE FIGURES

The number of relevant full pay employees included in the sample was 1,149. Of this sample, 901 were female and 248 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
2025	78.4%	21.6% Gap 56.80%	77.95%	22.05% Gap 55.9%	94.25%	5.75% Gap 88.5%	74.56%	25.44% Gap 49.06%	66.9%	33.1% Gap 33.8%
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: 2025 is available on the [ONS](#) website. Where gap percentage figures are show in green, there has been a gap decrease on last year and where amber, there has been an increase.

4 WHAT DO THESE FIGURES MEAN?

On 1 March 2025, 77.95% of employees within the **lower quartile** of the Trust’s pay structure were female. This continues to reflect a preference among some female staff for part-time, flexible operational roles, which typically fall within this pay band. The gender gap in this quartile—55.9 percentage points—has only increased very slightly compared with the previous year. This suggests that our efforts to attract more male staff into part-time and entry-level operational roles are having a stabilising effect. A more balanced gender representation in this quartile would naturally reduce the gap further.

Women make up 94.25% of staff in the **lower middle quartile**, with men representing only 5.75%. This results in a gender gap of 88.5 percentage points, the highest across all quartiles. This gap is primarily driven by the low number of men in these roles, many of which are part-time posts that may be more attractive to women. Any reduction in the gap would require an increase in male representation, and we will continue monitoring this quartile closely as part of our workforce planning.

In the **upper middle quartile**, 74.56% of employees are female and 25.44% are male, resulting in a 49.12 percentage-point gender gap. This demonstrates strong female representation in middle-tier roles and reflects our commitment to developing all staff—regardless of gender—into leadership and responsibility-bearing positions. The increase in female representation here compared with 2024 also indicates positive progression pathways for internal female talent.

In the **upper quartile**, women represent 66.9% of staff, compared with 33.1% men. This is a 7.02 percentage-point reduction in female representation from the previous year, partly due to recruitment of new male staff and partly due to the movement of female staff into the upper middle quartile. The gender gap in this quartile has decreased from 31.76 percentage points in 2024 to 33.8 percentage points in 2025 (note: this is actually an increase of around 2.04 percentage points, not a reduction). However, the increased number of male staff in the upper quartile does contribute to a gradually more balanced distribution at the highest levels of the organisation.

Women continue to be the majority in all four quartiles, particularly in the lower middle and upper middle quartiles (94.25% and 74.56% respectively). This reflects strong representation of women in

operational and middle leadership roles across the Trust. This includes senior leadership across our schools.

The Trust remains confident that staff undertaking equivalent work are paid equally, regardless of gender, in line with STPCD and NJC conditions. The gender pay gaps seen within quartiles are not a reflection of unequal pay but rather the distribution of male and female staff across particular types of roles—especially part-time or flexible positions, which attract a disproportionately female workforce.

We recognise that female representation decreases as roles become more senior, and we remain committed to addressing this through leadership development, career progression support, and flexible working arrangements that remove barriers for female staff aspiring to middle and senior 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 2025. 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