Frays Academy Trust

Gender Pay Gap Report 2025-26

Frays Academy Trust is committed to the promotion of equal opportunity and supports the fair treatment of all staff regardless of gender, through transparent policies and processes.

All roles within the Trust are advertised following our human resources policies and aligned with nationally agreed pay scales. Staff carrying out roles within the same pay band are paid the same irrespective of gender.

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LDBS Frays Academy Trust is a charitable company limited by guarantee and registered in England and Wales with company number 08335073

1 Statement from our Chief Executive Officer

Frays Academy Trust is committed to promoting equality, diversity and inclusion across all aspects of employment. As an employer with more than 250 employees, the Trust is required to publish annual Gender Pay Gap information in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations. The Gender Pay Gap measures the difference in average earnings between men and women across the organisation. It is distinct from equal pay. Equal pay means men and women receiving the same pay for the same or equivalent work, whereas the Gender Pay Gap reflects the overall distribution of men and women across the workforce.

This report sets out the Trust's Gender Pay Gap data as at 31 March 2025 and provides context to help explain the results.

At Frays Academy Trust, we are committed to providing equality of opportunity for all employees and ensuring that our employment practices are fair, transparent and inclusive. The Trust remains committed to monitoring its Gender Pay Gap and maintaining equitable pay arrangements based on role and responsibility rather than gender.

As with many organisations in the education sector, the Trust's predominantly female workforce can influence Gender Pay Gap calculations and how the data is interpreted.

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Chris Cole, CEO, LDBS Frays Academy Trust

2 Workforce Profile

Women represent 93.3% of the Trust's workforce, while men represent 6.7%. Women are strongly represented throughout the organisation and across all pay quartiles.

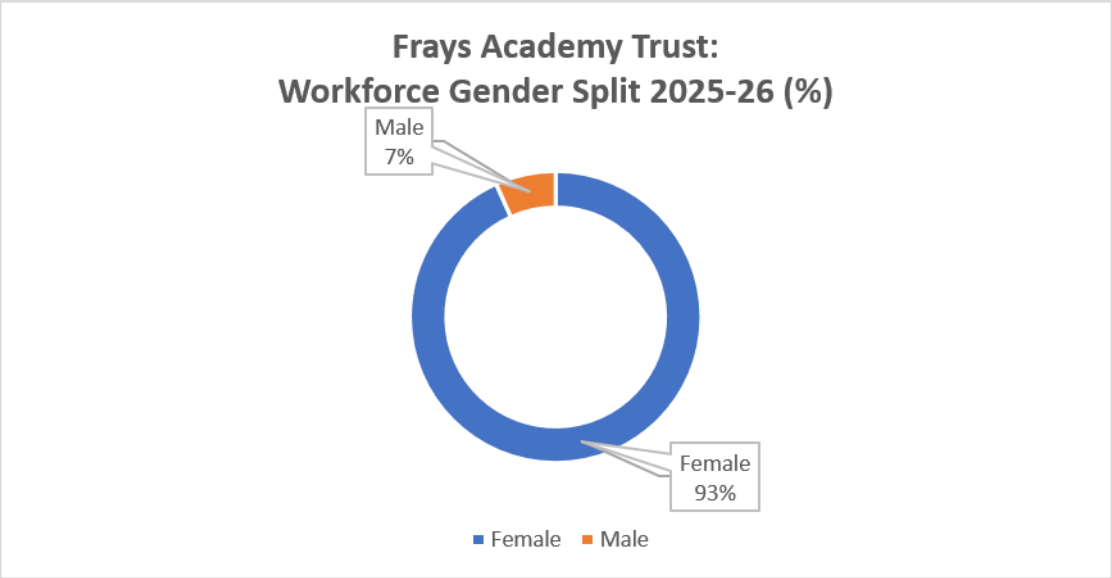


Figure 1: Workforce Gender Split

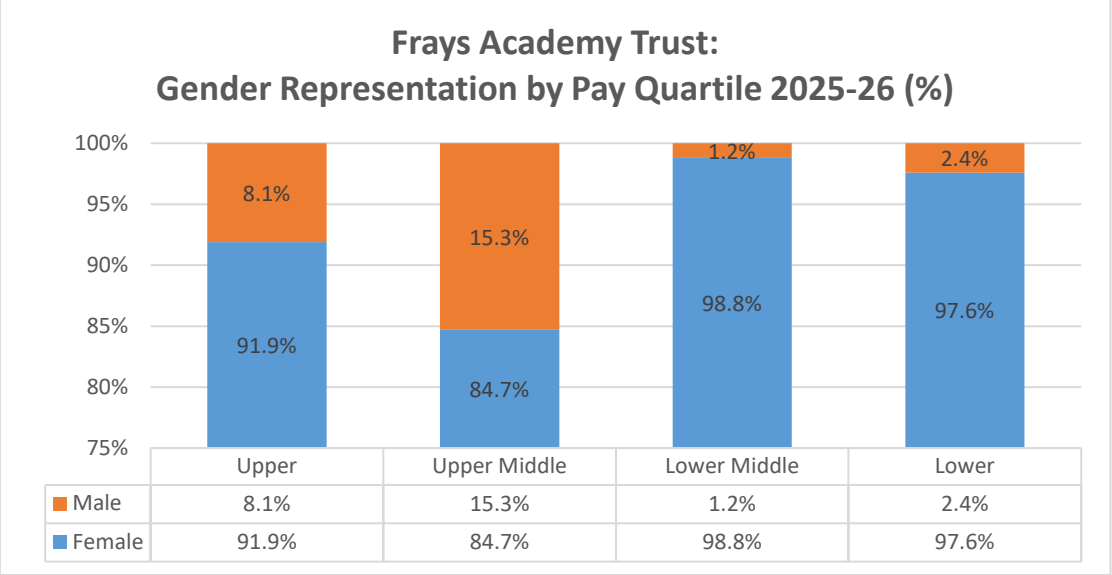


Figure 2: Gender Representation by Pay Quartile

3 Headline Results

3.1 Main headlines

In this organisation, women earned 60p for every £1 that men earned (comparing median hourly pay). Women made up 91.9% of employees in the highest paid quarter and 97.6% of employees in the lowest paid quarter.

3.2 Hourly Pay

In this organisation, women's median hourly pay was 39.5% lower than men's. This means they earned 60p for every £1 that men earn when comparing median hourly pay. Women's mean (average) hourly pay was 31.5% lower than men's.

3.3 Pay Quarters

In this organisation, women made up:

- 91.9% of employees in the upper hourly pay quarter (highest paid jobs)
- 84.7% of employees in the upper middle hourly pay quarter
- 98.8% of employees in the lower middle hourly pay quarter
- 97.6% of employees in the lower hourly pay quarter (lowest paid jobs)

3.4 Pay Quarters Summary

Pay Quarter	Women	Men
Upper (highest paid)	91.9%	8.1%
Upper middle	84.7%	15.3%
Lower middle	98.8%	1.2%
Lower (lowest paid)	97.6%	2.4%

3.5 Bonus Pay

In this organisation no bonuses were paid.

3.6 Mean and median pay

Measure	Result
Mean gender pay gap	31.5%
Median gender pay gap	39.5%
Mean bonus gap	*0.0%*
Median bonus gap	*0.0%*
Male employees receiving bonus pay	*0.0%*
Female employees receiving bonus pay	*0.0%*

Women hold the majority of roles across all pay quartiles, including the highest-paid quartile. No bonus payments were made during the reporting period.

4 Trends

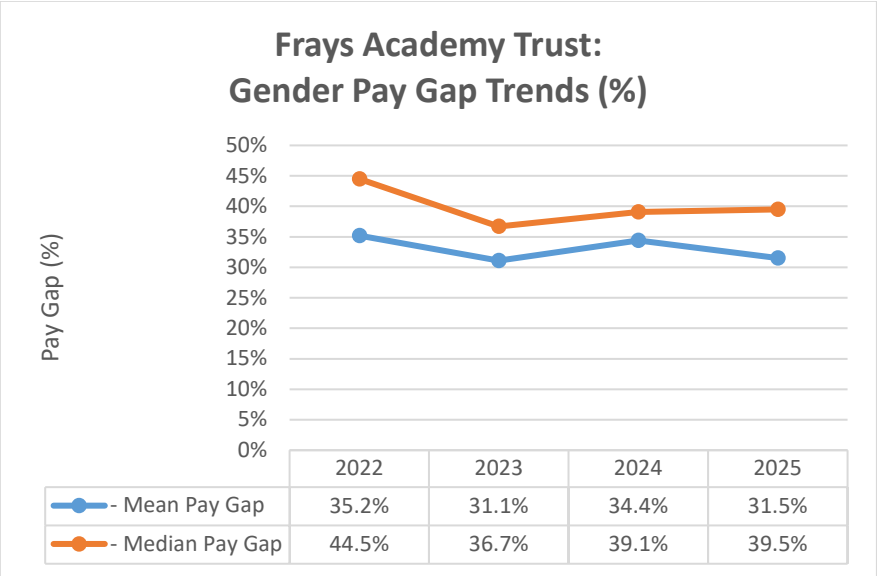


Figure 3: Gender Pay Gap Trends

Since 2022, both the mean and median gender pay gaps have reduced overall, although annual fluctuations remain. Female representation in the highest-paid quartile has increased from 90.2% to 91.9%, indicating continued representation of women at all levels of the Trust.

5 Understanding the Gap

The Trust's Gender Pay Gap is largely influenced by workforce demographics. Women make up more than 93% of employees and are present across all levels of the organisation. However, because the number of male employees is relatively small, a limited number of higher-paid roles occupied by men can have a disproportionate impact on mean and median pay calculations. The Trust applies nationally and locally agreed pay frameworks and salary ranges. Employees undertaking the same role are paid in accordance with the relevant pay scale and conditions, irrespective of gender. The reported Gender Pay Gap should not, therefore, be interpreted as evidence of unequal pay practices.

6 Actions and Commitments

The Trust is committed to:

- Maintaining fair and transparent recruitment processes.
- Promoting equal access to development opportunities.
- Supporting career progression for all employees.
- Monitoring workforce and pay data annually.
- Encouraging applications from underrepresented groups where appropriate.
- Supporting flexible working arrangements where operationally appropriate.

7 Conclusion

The 2025-26 Gender Pay Gap results reflect the demographics of the Trust's workforce and the impact that a small number of higher-paid roles can have within an organisation where men comprise a relatively small proportion of employees.

The Trust has seen an overall improvement in both the mean and median pay gap since 2022 and remains committed to reviewing its employment practices, supporting staff development and ensuring equality of opportunity for all colleagues.