



Gender Pay Gap – Castleford Academy Trust

Published March 2026

Trust data

Under the *Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017*, Castleford Academy Trust is required to measure and publish its gender pay gap as an employer with more than 250 staff. The snapshot date for this reporting period is 31 March 2025.

In February 2025, the Trust grew and increased from five to nine academies. The data in this report incorporates employees from all nine academies.

Under the regulations there is a requirement to report on the following six measures:

- Mean gender pay gap in hourly pay
- Mean bonus gender pay gap (if relevant)
- Proportion of males and females receiving a 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

All Employees

	% split	Mean Pay Gap	Median Pay Gap	Upper Quartile	Upper-Middle Quartile	Lower-Middle Quartile	Lower Quartile
Female	81%	34% lower	59% lower	65.8%	73.1%	84.7%	99.5%
Male	19%			34.2%	26.9%	15.3%	0.5%

Bonus payments

No bonuses were paid to any members of staff

Teaching

	% split	Mean Pay Gap	Median Pay Gap	Upper Quartile	Upper-Middle Quartile	Lower-Middle Quartile	Lower Quartile
Female	67%	6% lower	0%	62.2%	54.8%	79.7%	69.9%
Male	33%			37.8%	45.2%	20.3%	30.1%

Support Staff

	% split	Mean Pay Gap	Median Pay Gap	Upper Quartile	Upper-Middle Quartile	Lower-Middle Quartile	Lower Quartile
Female	89%	19% lower	19% lower	76.4%	82.9%	98.4%	99.2%
Male	11%			23.6%	17.1%	1.6%	0.8%

Key Findings

- The workforce is predominantly female, particularly within support roles
- On average, females earn 34% less per hour than males across the organisation
- Within the teaching group males earn 6% more than females
- Within the support staff group females earn 19% less than males
- There is minimal pay disparity between females and males within equivalent roles
- Females are concentrated in the lower and lower-middle pay quartiles, while males are more represented in the upper quartile



Castleford Academy Trust is committed to the promotion of equality of opportunity and choice for employees and supports fair treatment of all staff irrespective of gender through our transparent recruitment processes, pay policy and professional development.

Pay scales for teachers and support staff are set nationally and not at academy or Trust level and Castleford Academy Trust adheres to national pay scales for both teachers and support staff. Male and female staff are paid within the same pay band for the same job role.

The Gender Pay Gap is a high level, non-adjusted indicator of male and female earnings which is affected by workforce distribution and workforce make-up.

The majority of support staff are in the lower pay quartiles and the workforce is predominantly female therefore the gap between the 'average' female hourly rate of pay and the 'average' male hourly rate of pay is significantly affected.

The overall gender pay gap figures are based on hourly pay data for all employees, including both teaching and support staff. The gender pay gap shows the difference between the average earnings of men and women across the organisation. It reflects the composition of the workforce and the distribution of roles, as opposed to inequalities.

Trust Actions

We are committed to equality, diversity and inclusion and to closing the gender pay gap.

We will continue to positively recruit to all positions and ensure that our recruitment processes, pay and professional development policies are fair and transparent.

I confirm that the above information collated in the report has been prepared from payroll data on the snapshot date and is an accurate reflection of the position relating to gender pay in our academies.

Avril Smith – Director of Finance
March 2026

Signed on behalf of the trustees of Castleford Academy Trust

A handwritten signature in black ink, appearing to read 'G. Panayiotou', with a stylized flourish at the end.

George Panayiotou
Chief Executive Officer, Castleford Academy Trust

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