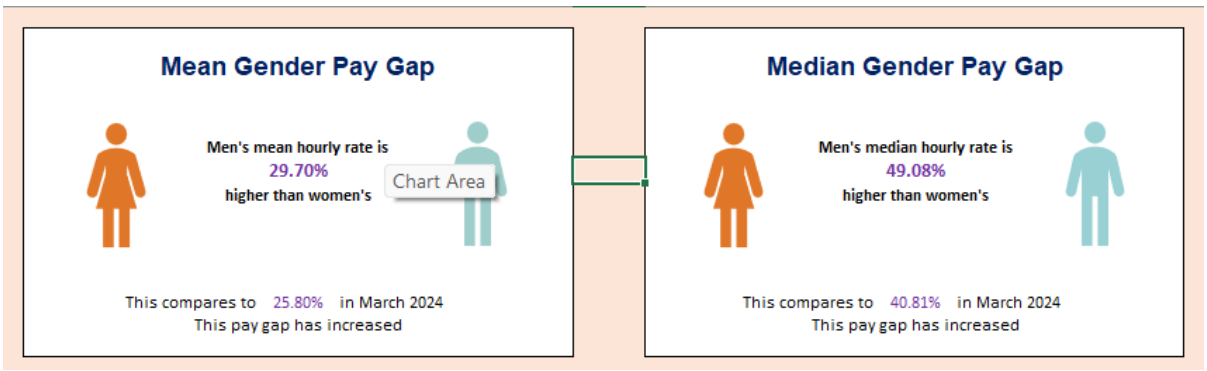
Gender Pay Gap Report 2026

Pickwick Academy Trust currently comprises 21 primary schools within Wiltshire and Dorset. Our vision is to work together to provide the best schools and outcomes for our children through harnessing our collective expertise to drive school improvement and realising the best for all children and adults working and learning in our schools.

We are committed to sustainable growth by aligning central services and investing in quality teaching, learning and leadership.

This Gender Pay Gap Report uses data for staff as at 31 March 2025 and covers the fifteen schools that were part of our trust at that time and centrally based staff. The report utilises data from 566 staff, 518 of which are female and 48 are male and is based on their contractual information with 746 eligible contracts, 693 of which are held by females and 53 of which are held by males.
The number of employees has increased very slightly from March 2024 where the Trust had a total of 564 staff, 512 were female and 52 were male.

Our Gender Pay Gap is:



The proportion of males and females in each quartile pay band:

Quartile	% Female	% Male	% Total	
Lower Quartile	97.31	2.69	100	Slightly higher female % than 2024
Lower Middle Quartile	96.26	3.74	100	Higher female % than 2024
Upper Middle Quartile	93.05	6.95	100	Higher female % than 2024
Upper Quartile	84.95	15.05	100	Lower female % than 2024

Grand Total	**92.90**	**7.10**	**100**	Overall slightly lower female % than 2024

	Female	**Male**	**Pay Gap**	
Mean (per hour)	£17.62	£25.07	29.70%	This gap has increased
Median (per hour)	£13.04	£25.61	49.08%	This gap has increased

There were no bonuses paid.

Given the current size of our trust, it is important to highlight that small changes in staffing in each quartile can affect the figures in a significant way.

Pickwick Academy Trust is an equal opportunities employer with a diverse and inclusive workforce. We do not tolerate discrimination and are committed to equal pay, which ensures that all staff receive the same pay for the work that is completed as part of their role in the Trust.

As a primary academy trust, we recognise that a high percentage of the workforce is female. Women are well represented at all levels within the Trust and at the time of this data analysis, 71% of our Executive Leaders were female and 77 % of our Heads and Deputies were female.

We recognise that there is a low percentage of males at all levels of the Trust (7%) which is not uncommon in the primary education landscape.

Pickwick Academy Trust continues to follow the School Teachers Pay and Conditions document and local government pay scales in place in each county that we operate in for support staff, ensuring that all staff, regardless of gender, ethnicity or other characteristic, are paid on the same salary for evaluated roles and progress through the same pay scale banding as colleagues in local maintained schools.

The Trust actively reviews its approach to recruitment and retention of all staff to ensure that we are able to work alongside the best people in order to support our pupils. All members of the workforce who are required to participate in recruitment panels have undertaken in Unconscious Bias training.

We are committed to the well-being and professional development of our staff and will continue to offer opportunities to all colleagues at all levels of the Trust by developing our CPD offer, Family policy offer, Equality, Diversity, Inclusion and Equity policy, flexible working opportunities, and People Strategy to ensure that we are seen as an employer of choice.

This report and its data provide a baseline for the Trust to compare to in future years to identify any trends and to take any actions as necessary.

James Passmore
Chief Executive Officer
Date: March 2026