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Gender pay gap report – 5th April 2025

Cygnus Academies Trust, in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, is required to publish information to demonstrate how large the pay gap is between our male and female employees. This information is taken from a snapshot date of 5th April 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. This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation.

The results of these statutory calculations are:

- Difference in hourly rate of pay – mean
  The difference between the mean hourly rate of pay that male and female full pay relevant employees receive is 21.89% (2024 – 12.11%).

- Difference in hourly rate of pay – median
  The difference between the median hourly rate of pay that male and female full pay relevant employees receive is 43.75% (2024 – 19.43%).

- Difference in bonus pay – mean
  The difference between the mean bonus rate of pay that male and female full pay relevant employees receive is 0% (2024 – 0.0%).

- Difference in bonus pay – median
  The difference between the median bonus rate of pay that male and female full pay relevant employees receive is 0% (2024 – 0.0%).

- Percentage of employees who receive bonus pay
  The proportion of male staff that received a bonus from the total number of relevant male employees is 5.71% (2024 – 0%). The proportion of female staff that received a bonus from the total number of relevant female employees is 1.54% (2024 – 0%.)

- Employees by pay quartile:

	2024		2025	
Quartile	**Male**	**Female**	**Male**	**Female**
Upper	14.05%	85.95%	15.31%	84.69%
Upper middle	8.2%	91.8%	15.31%	84.69%
Lower middle	9.09%	90.91%	2.04%	97.96%
Lower	1.64%	98.36%	2.02%	97.98%

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Pay Levels – Gender imbalance by percentage of women in each quarter 2025

Rate per quarter **(pay quarter are 4 equally-sized groups, ranked from highest to lowest)**	**Female**	**Male**
Upper	23.12%	44.12%
Upper Middle	23.12%	44.12%
Lower Middle	26.74%	5.88%
Lower	27.02%	5.88%

At Cygnus Academies Trust, we are committed to promoting equality of opportunity for all our employees. Treating our staff fairly, consistently and with respect is central to our values, and we actively work to ensure that our policies and practices reflect this commitment.

We promote the fair treatment of all employees regardless of gender or any other protected characteristic through transparent recruitment processes, a clear and equitable pay policy, and an inclusive approach to professional development.

Our teaching staff pay structure is aligned to the School Teachers' Pay and Conditions Document (STPCD), which is reviewed annually and ensures that pay progression is based on experience, performance and contribution, rather than gender. Our support staff are paid in line with locally determined pay scales that provide equal opportunities for progression for all employees.

It is important to note that the Gender Pay Gap is a high-level, non-adjusted measure of the difference in average earnings between men and women. It does **not** reflect equal pay for equal work, but instead is influenced by the distribution of roles and the overall composition of the workforce.

Cygnus Academies Trust is a predominantly female workforce, with women representing approximately 91% of employees. Our leadership profile also reflects this, with the majority of senior leaders being women. This composition influences our overall gender pay gap figures.

We continue to support our employees, regardless of protected characteristics, through a range of family-friendly HR policies, flexible working practices and ongoing development opportunities. These measures reflect our commitment to retaining a diverse, talented workforce and to supporting employees at all stages of their career.

I confirm that the information presented has been prepared using payroll data from the snapshot date of 5 April 2025, and that it accurately represents the Gender Pay Gap information for Cygnus Academies Trust.

Danielle Lewis-Egonu
Chief Executive Officer
Cygnus Academies Trus