

2026 Gender Pay Gap Report

Dixons Academies Trust is a multi-academy trust employing 1,757 permanent staff (Dec 2025) in 16 schools and 1 college. There are 1,232 (70.1%) female employees and 525 (29.9%) male employees.

Our trust is committed to an inclusive and equitable work environment. While we employ more women than men across all pay quartiles, we recognise that women remain overrepresented in the lowest-paid roles. We are confident that men and women receive equal pay for equal work across our trust.

This report fulfils our statutory obligation under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, as an employer of more than 250 people.

As an equal opportunities employer, we determine pay by following national agreements for teachers and support staff and comply fully with our obligations to ensure equity of pay and reward. We are committed to building a diverse workforce by recruiting based on skills and qualities. Our practices include blind recruitment, rigorous short-listing criteria, and regular fair recruitment training.

Underpinning all our actions, irrespective of gender, are transparent policies including:

- Equality and diversity
- Safer recruitment
- Staff leave of absence
- Flexible working
- Shared parental leave

These policies set out our commitment to ensure fair and equal treatment for all, and in an effort to ensure transparency, all of our people policies can be accessed on our public website at www.dixonsat.com/about/policies.

Pay gap versus equal pay

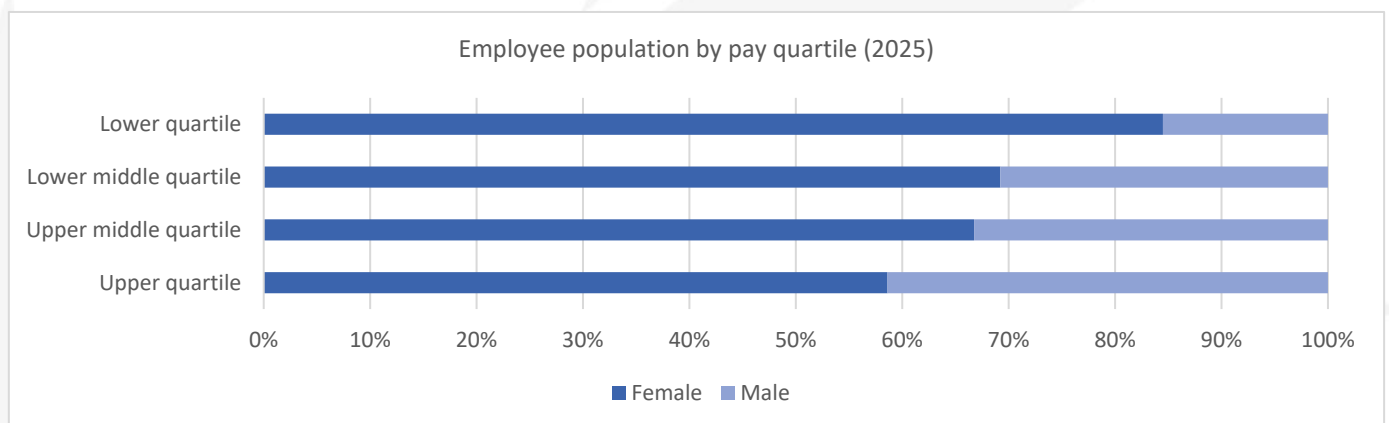
The existence of a gender pay gap is not the same as unequal pay. Unequal pay means remunerating women less than men for like work and has been unlawful since the Equal Pay Act was introduced in 1970. This report gives information relating to the gender pay gap at Dixons and outlines how we intend to close it.

Our results

Dixons employs more women than men in every pay quartile, including the top one.

There are two principal drivers in the existence of a gender pay gap in our trust:

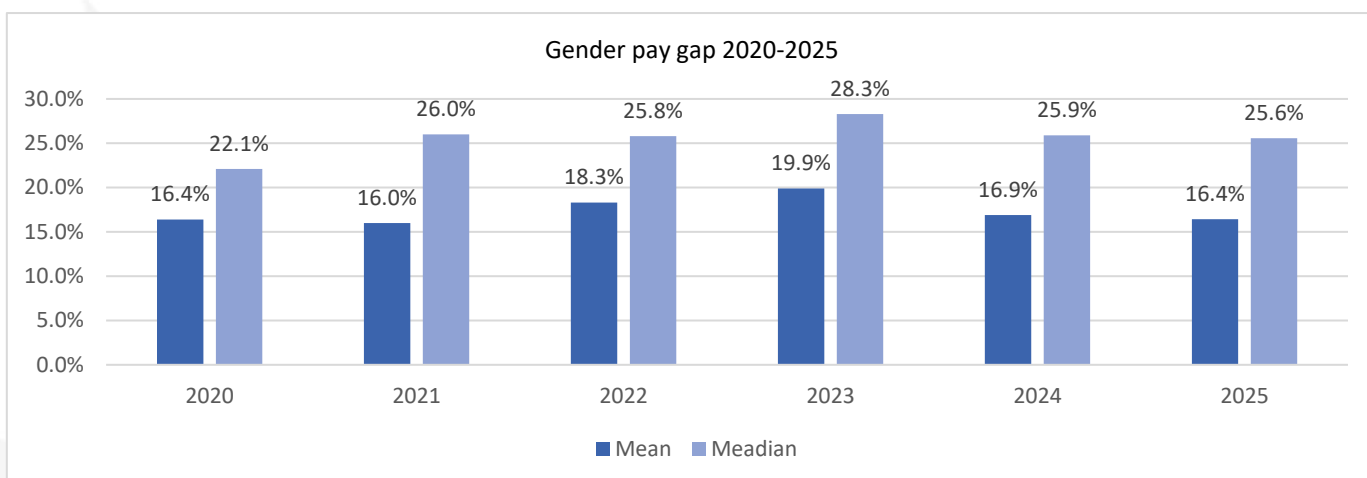
- Women make up more than 50% of the workforce in each pay quartile, a testament to our work on opportunity and representation. However, they are significantly overrepresented in the lower pay quartiles relative to the upper ones, which lowers both the median and mean female pay.
- Although men constitute less than 50% of each quartile, they are proportionally better represented in the upper pay quartiles than in the lower ones, which increases both the median and mean male pay.



In 2025, we noted:

- the mean hourly rate for women was 16.4% lower than the mean hourly rate for men
- the median hourly rate for women was 25.6% lower than the median hourly rate for men

These figures represent little substantive change from 2024, with both averages almost identical to our position last year.



Factors influencing our gender pay gap

Demographic makeup of our workforce

While we employ more women than men at every pay level, women are proportionally overrepresented in the lower pay quartiles. Conversely, although a minority in each quartile, men are proportionally overrepresented in the upper quartiles.

This reflects a national issue, particularly in schools where certain roles create a cultural gender split. For example, support roles such as teaching assistants, midday supervisors, and cleaners – predominantly held by women – typically fall within the lowest quartile.

We are committed to reviewing recruitment, development, and promotion practices to challenge any unconscious bias or unintended barriers to progression for female employees. Through our pay benchmarking process, we ensure equal pay for equal work.

Performance-related pay

At the start of the 2022/23 academic year, our trust ended the link between pay progression and performance management. Main-scale teachers and support staff now automatically progress annually through their pay range. In 2024, this policy was extended to upper-pay scale and leadership-scale staff.

This structural change minimises or removes any potential gender bias in pay progression.

Working to close our gender pay gap

As a trust, we acknowledge our positive performance but know more work is required. This work will be guided by the Government Equalities Office, our nationally benchmarked staff engagement survey, and the full implementation of our sector-leading EDI strategy.

Our focus remains on key employment aspects – professional development, progression, flexible working, and workforce policies – at every stage of the employee lifecycle. We are also analysing whether differing rates of exit between women and men contribute to our gender pay gap. To support ongoing career success, we run a successful Women in Education programme and are promoting apprenticeship levy funding for staff in lower pay quartiles.

We have delivered equity, diversity, and inclusion (EDI) training to our leaders to promote transparency, openness, and fairness in policy application.

We will enhance our family-friendly initiatives to further encourage men and women to share childcare responsibilities. This includes promoting the full use of existing arrangements, such as shared parental leave, to support all employees in fulfilling their caring duties.

This statement confirms that the published information is accurate at the time of publishing and is signed by Luke Sparkes, Accounting Officer, Dixons Academies Trust.

Luke Sparkes