

# CIT Gender Pay Gap Reporting

2025/2026 – Snapshot date 31 March 2025



At the Snapshot date the Community Inclusive Trust was a Multi Academy Trust with 15 schools based in Lincolnshire, Leicestershire and Nottinghamshire. The Trust has since expanded to 19 schools and figures for these new schools will be included in the 2026/27 report.

This report contains the CIT standard disclosure of the Gender Pay Gap for the Multi Academy Trust.

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 as we have more than 250 employees. The legislation requires employers to publish an annual Gender Pay Gap report showing the difference in average female earnings compared to average male earnings. In order to provide the data, we have used our existing HR and payroll records.

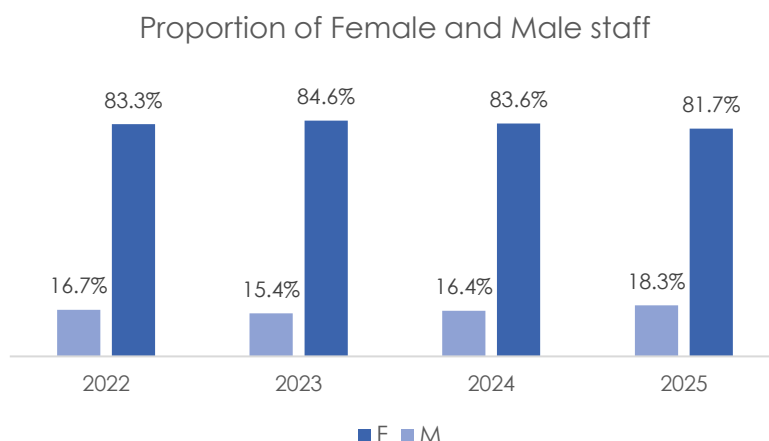
The Regulations require us to report on the following 6 measures:

- percentage of men and women in each hourly pay quarter
- mean (average) gender pay gap using hourly pay
- median gender pay gap using hourly pay
- percentage of men and women receiving bonus pay
- mean (average) gender pay gap using bonus pay
- median gender pay gap using bonus pay

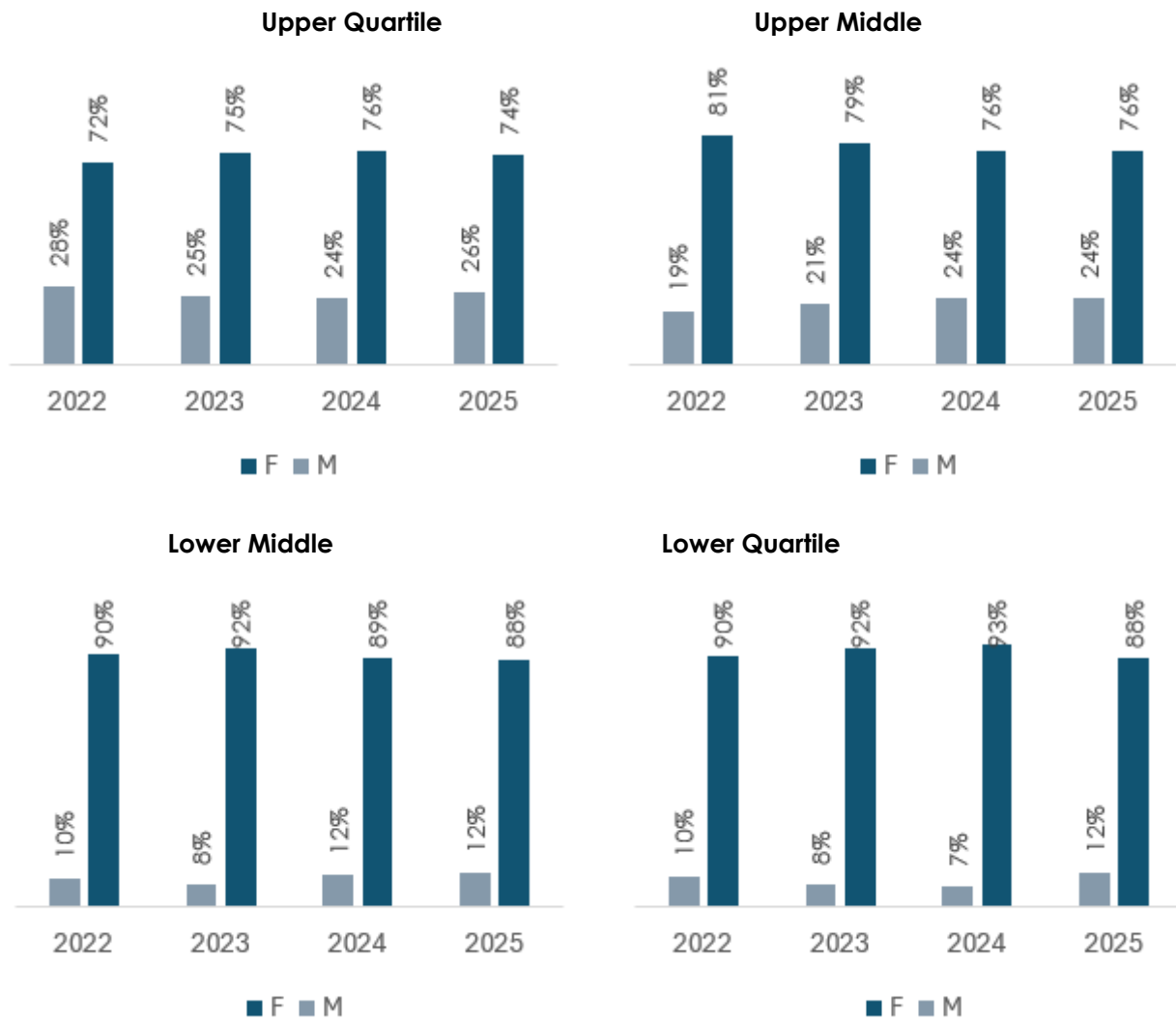
## Snapshot report as of 31 March 2025

There has been an increase of 85 to the staffing headcount of full-time relevant employees since the last reporting period, 696 increasing to 781. This represents a 12% increase.

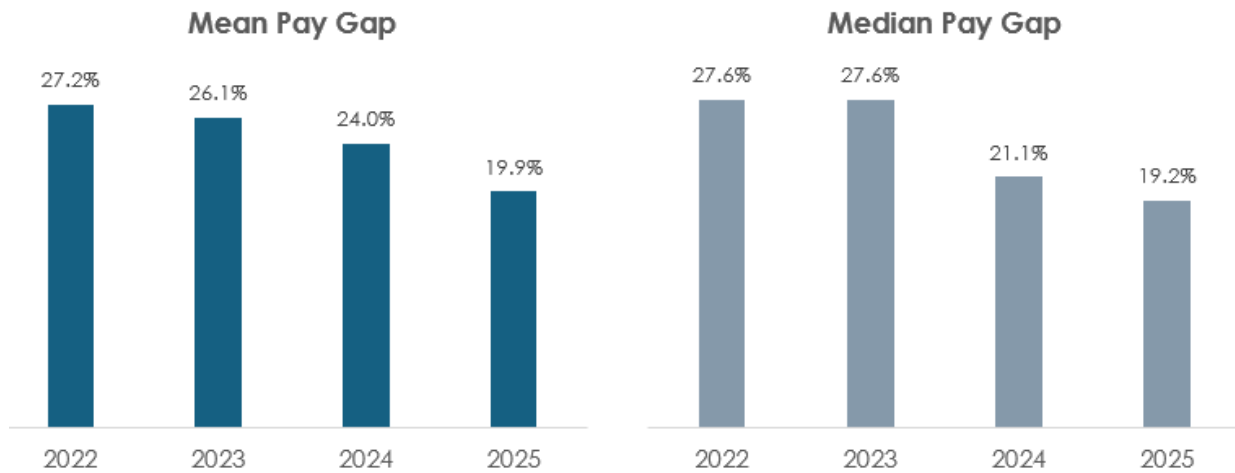
CIT continues to employ significantly more female staff than male, currently 81.7% female staff. This is in line with the education sector based on the [DfE Workforce Census](#) data for 2024/2025. Based on the census, 76% of all teaching staff are female. The proportion of female employees employed by CIT has been reducing over the last 3 years from 84.6% to 81.7%.



The percentage of female employees remains higher in the lower quartiles of the Trust, 88% in the lower quartile compared to 74% in the upper quartile.



Both the mean and median pay gaps have continued to reduce as shown below.



The Mean and Median Pay Gap information is based on the average hourly rate. This information for the last 4 years is shown in the table below.

Gender	Average Hourly Rate							
	Mean Hourly Pay				Median Hourly Pay			
	2022	2023	2024	2025	2022	2023	2024	2025
<b>Male</b>	£20.41	£21.56	£22.50	£23.03	£16.54	£17.95	£17.93	£18.43
<b>Female</b>	£14.87	£15.94	£17.11	£18.45	£11.98	£13.00	£14.14	£14.90

No CIT employees received bonus payments in this reporting period.

**Snapshot data as of 31 March 2025**

Number of full pay relevant employees **781**  
 % of full pay employees – Female **81.7%**  
 % of full pay employees – Male **18.3%**

**Mean gender pay gap**

**19.9%**

*The difference between the mean hourly pay of full-pay men and women*

**Median gender pay gap**

**19.2%**

*The difference between the median hourly pay of full-pay men and women*

**Proportion per quartile**

	Female %	Male %
Upper Quartile	74.4	25.6
Upper Middle	76.4	23.6
Lower Middle	87.7	12.3
Lower Quartile	88.3	11.7

**Mean**

	Number staff	Av. Hourly rate
Female	<b>638</b>	<b>£18.45</b>
Male	<b>143</b>	<b>£23.03</b>

**Median**

	Number staff	Av. Hourly rate
Female	<b>638</b>	<b>£14.90</b>
Male	<b>143</b>	<b>£18.43</b>

**Bonus Pay**

No CIT employee received a bonus payment during this period.

## **Gender Pay Statement**

CIT continues to follow the national pay scales for our teaching and support staff as well as the national provisions set out in the School Teachers' Pay and Conditions Document, the Conditions of Service for School Teachers in England & Wales (The Burgundy Book) and the National Joint Council for Local Government Services (Green Book). All CIT employees working within our schools are paid on the relevant pay grade for their role.

Each pay grade has defined increments and employees will progress through these annually, until they reach the maximum point. This process is applied fairly and consistently, regardless of gender. As we use pay grading, we are confident staff with equal duties and responsibilities will receive fair and equal pay for their role regardless of their gender.

The lower and lower-middle quartiles are represented by non-teaching staff members. In these quartiles there is a higher proportion of females than males compared to the overall gender split. This is mostly due to the majority of non-teaching roles being part-time, term time only. They tend to be filled by female workers who seek the flexibility of working in a school to support a family work life balance. Nationally 36% of women work part-time compared to 14% of men – [House of Commons Library: Women and the UK economy](#).

CIT are confident that males and females are paid equally for doing equivalent jobs across the organisation. Workforce composition is the main reason for the pay gap in the lower quartiles, rather than pay inequalities.

The Board of Directors continue to support initiatives across the Trust to have a positive impact on our Gender Pay Gap figures and ensure all our employees continue to have opportunities to develop and reach their full potential.

## **Actions taken to date**

To support the reduction of our gender pay gap, we have implemented a range of measures designed to strengthen fairness, transparency and opportunity across our organisation.

- We have decoupled pay progression from performance management to ensure a more equitable and consistent approach to pay decisions.
- Our data recording and analysis processes have been enhanced, enabling more robust monitoring and review of workforce practices to ensure they remain fair and inclusive.
- We have established a rigorous policy review cycle to uphold consistency and equity in all HR procedures.
- Flexible working has been implemented and is actively promoted to support colleagues in balancing their professional and personal commitments.
- Senior leaders have undertaken recruitment training, including unconscious bias awareness, and all job adverts now include salary ranges or actual salary figures to improve transparency.
- Gender-neutral language is used consistently across all recruitment materials, supported by a structured scoring system to ensure objective decision-making.
- We utilise the apprenticeship levy to create accessible development pathways and support career progression for colleagues across the organisation.

## **Future Commitments**

Looking ahead, we are committed to taking further steps to promote gender equity and reduce our gender pay gap.

- We will develop a formalised talent pipeline and comprehensive staff development pathways to support progression and ensure that opportunities are accessible and transparent for all colleagues.
- Our employee benefit offer will be reviewed to ensure it remains equitable, competitive and aligned with the diverse needs of our workforce.
- We will also strengthen our understanding of staff retention by reviewing exit interview data to monitor the rate at which men and women leave the Trust and to identify any themes or areas for improvement.
- We will review induction programmes for employees who are promoted internally to ensure they receive consistent, high-quality support that enables them to thrive in their new roles.

## **Supporting Statement**

I confirm the above information has been prepared from our payroll data on the snapshot date required and fairly represents the Gender Pay Gap information for the Community Inclusive Trust.

A handwritten signature in black ink that reads "Peter Bell". The signature is stylized with large, flowing letters and a long horizontal flourish underneath.

**Peter Bell**  
**CEO**