Gender Pay Gap 2025

Snapshot for Ambition Education Trust

PAY DATA

(Difference in hourly rate)

MEAN

17.31%

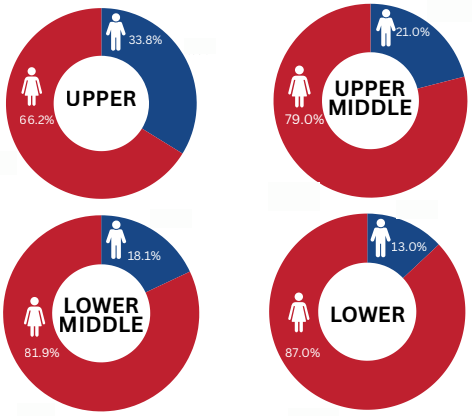
When comparing hourly rates, women earn **83p** for every £1 that men earn

MEDIAN

34.48%

When comparing hourly rates, women earn **66p** for every £1 that men earn

PAY QUARTILES BY GENDER %



The infograph shows the gender distribution at Ambition Education Trust when colleagues are placed into four equally sized quartiles based on pay

In September 2024, Ambition Education Trust launched following the amalgamation of two established Multi Academy Trusts, Alban Academies Trust and ATLAS Multi Academy Trust.

For the Gender Pay Gap snapshot of March 2025, we are pleased to share our pay gap data for Ambition Education Trust.

Ambition Education Trust

As a Trust, we are committed to the fair treatment of staff irrespective of gender, and this flows through our recruitment, retention and development practices.

We are proud to provide significant opportunities for part time working at all levels within our organisation, providing many employees with family friendly working patterns and an attractive work life balance.

In establishing our rates of pay, we use transparent pay scales to ensure that all individuals are paid consistently regardless of gender. All teaching staff are aligned to the School Teachers' Pay and Conditions document and school support staff are employed in line with pay scales set by the National Joint Council for Local Government Services. In addition, we regularly benchmark with other local schools.

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As reflected across the wider education sector, the Trust employed more women than men, with 78% of the Ambition Education Trust 2025 snapshot being women.

The significant majority of support roles within the Trust's schools were occupied by women, which typically sit within the lower and middle pay scales on the Trust pay spines. This continued to remain the driving factor behind the gender pay figures.

I confirm that the above information has been prepared from our payroll data on the snapshot date and fairly represents the Gender Pay information for Ambition Education Trust.

Alan Gray and Margaret Chapman
CEO & Co-CEO Ambition Education Trust