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**Gender Pay Gap Report 2025 : The Roseland Multi Academy Trust**

This report sets out The Roseland Multi Academy Trust's gender pay gap data for 2025, in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Gender pay gap reporting measures the difference in average pay between men and women across an organisation and is distinct from equal pay, which relates to men and women being paid equally for the same or equivalent roles.

At the snapshot date, The Roseland Multi Academy Trust operated five academies, three secondary and two primary, and employed 315 staff (101 male and 214 female, based on 315 assignments).

The Roseland Community College converted to an Academy in April 2011 (The Roseland Academy) and formed The Roseland Multi Academy Trust in partnership with Tregony Community Primary School and Gerrans School in March 2016. Treviglas Academy joined the Trust in January 2019 and Falmouth School joined in September 2020.

The Trust is committed to ensuring fair opportunities and treatment for all staff, irrespective of gender, and has policies and procedures in place to support equality. Teaching and leadership staff are paid in accordance with the nationally set Teachers' Pay Scale and the School Teachers' Pay and Conditions Document. Support staff are paid on competitive pay scales or pay points transferred under TUPE, with pay scales reviewed annually.

The gender pay gap for the Trust has been calculated in line with ACAS guidance. The results, based on assignments, are:

1. Percentage of men and women in each hourly pay quartile:
  - Lower pay quartile: 26.6% male / 73.4% female
  - Lower middle pay quartile: 24.4% male / 75.6% female
  - Upper middle pay quartile: 38.7% male / 61.3% female
  - Upper pay quartile: 39.2% male / 60.8% female
2. Mean (average) gender pay gap (hourly pay): 15.8%
3. Median gender pay gap (hourly pay): 29.3%
4. Percentage receiving bonus pay: 0%
5. Mean gender pay gap (bonus pay): 0%
6. Median gender pay gap (bonus pay): 0%

No bonuses are paid to staff.



In 2025, the mean gender pay gap was 15.8%, a slight reduction from 17% in 2024, indicating progress in narrowing the overall average pay difference between men and women. However, the median gender pay gap increased to 29.3% from 27.3% in 2024, suggesting that differences in role distribution and seniority levels continue to influence pay outcomes.

Our workforce remains predominantly female across all pay quartiles, reflecting the nature of our sector and role distribution within the Trust. In 2025, women represented:

- 73.4% of the lower pay quartile
- 75.6% of the lower middle pay quartile
- 61.3% of the upper middle pay quartile
- 60.8% of the upper pay quartile

While women are the majority at all levels, men are proportionally more represented in the upper and upper middle quartiles, which contributes to the gender pay gap. Compared to 2024, there has been a modest increase in male representation in the middle and upper quartiles.

The gender pay gap does not indicate unequal pay for equal work. Rather, it reflects the distribution of men and women across roles and levels of seniority, with women more likely to be represented in lower-paid roles and men more likely to occupy higher-paid positions.

We are committed to promoting equality, diversity, and inclusion across our Trust and continue to review recruitment, progression and development practices to ensure fair access to opportunities for all employees. This includes:

- Monitoring gender representation across roles and seniority levels.
- Supporting career development and progression opportunities for all staff.
- Ensuring transparent and fair pay structures.
- Promoting flexible and inclusive working practices.

We will continue to monitor our gender pay gap annually and take steps to support a more balanced representation of men and women across all levels of the Trust.

**Mrs Jodie Winter**  
**Trust HR Lead**  
**The Roseland Multi Academy Trust**

