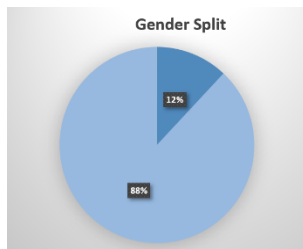


Gender Pay Statement 2025

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, apply to 'specified public authorities', who employ 250 or more employees on the snapshot date each year. For the Public Sector the snapshot date is 31st March. As a multi-academy trust employing more than 250 staff on the snapshot date, The Maritime Trust is required by this legislation to report its gender pay gap.

Gender Pay reporting requires the reporting of the mean and median pay gaps between male and female staff and reporting of the distribution of genders throughout the four pay quartiles, as detailed below.

March 2025 Snapshot



This year we reported 728 staff are included in the full-pay data set, a split of 12% male and 88% female staff this year again. Whilst the headcount has increased the % split has remained constant.

The gender pay gap is calculated as the difference between average hourly earnings (excluding overtime) of men and women as a proportion of men's average hourly earnings.

Maritime Gender Pay Gap

MEAN	MEDIAN
Women's mean hourly rate is 21% lower than men's. (reduced from 26% last year)	Women's median hourly rate is 27% lower than men's (an increase from 16% last year) *

(* we have less male members of staff in the lower quartile this year. This is due to the recruitment of more female members of staff working flexible / part-time hours in lower paid roles)

Distribution of Male and Female staff

Quartile	% of employees	
	Male	Female
Upper Quartile	18% (-)	82% (-)
Upper Middle Quartile	16% (14% last year)	84% (86% last year)
Lower Middle Quartile	10% (9% last year)	90% (91% last year)
Lower Quartile	3% (8% last year)	97% (92% last year)

Benchmarking

Maritime 2025

MEAN	MEDIAN
21%	27%

Primary Phase (85200) Gender Pay Gap March 2024

MEAN	MEDIAN
19%	28%

Supporting Statement

Maritime Academy Trust continues to be committed to the promotion of equality of opportunity and choice for employees and supports the fair treatment of all staff. The workforce at Maritime Academy Trust is made up of a variety of different roles such as teachers, teaching assistants, midday supervisors, clerical staff and other manual roles. This means that there is a broad range of pay rates.

The Trust applies nationally negotiated pay scales for teaching and support staff, and uses the evaluated pay frameworks from the local authority areas in which we operate for our support staff to ensure that male and female staff are paid equitably for the roles they carry out in the organisation. In line with the Maritime Trust Pay Policies, no bonuses are paid to either male or female staff.

Maritime Schools are all Primary schools with a high percentage of female staff, distributed in a balanced / proportionate way across all quartiles. This is reflected positively with 82% female representation in the Upper Quartiles (mainly leadership and teaching roles).

Higher representation in the lower quartiles is likely due to the attraction of more flexible part-time roles to female employees who have accompanying childcare / family commitments and /or may be the secondary earner in the household.

The Trust supports all of our staff with a number of family friendly provisions such as part-time working, most frequently requested and taken advantage of by female employees, including senior staff. We are committed to further measures supporting equality and diversity in our Trust.



Nick Osborne

CEO