



Matrix Academy Trust

EDUCATION WITHOUT EXCEPTION

Gender Pay Gap – Matrix 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 and report on the gender gap within the Trust. The data capture date was 31 March 2025 and this information must be published annually.

This involves carrying out six calculations that show the difference between the average earnings of men and women within our Trust. Reporting is required at Trust level and not for individual staff or schools.

The pay gap between female and male employees across the Trust is 15.8% (mean). This is comparable to the UK average, according to the Office for National Statistics (ONS) in 2025, of 12.8%.

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

Lynsey Draycott
23 February 2026

