

GENDER PAY GAP REPORT 2026 – Data at 31st March 2025: Hailsham Community College Academy Trust

Note: Hailsham Community College Academy Trust joined MARK Education Trust, as Hailsham Academy, in September 2025.

Introduction

The aim of gender pay gap reporting is to show how large the pay gap is between an organisation's male and female employees. The data must be published on the employer's own website and a government website, and the intention is to encourage employers to take action to reduce or eliminate their gender pay gaps in order to create fairer, more inclusive workplaces.

Hailsham Academy is an employer with over 250 employees and is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The information reported upon in March 2026, is based on the snapshot date of 31 March 2025. Hailsham Academy operates as an equal opportunity employer and does not discriminate in any way (as defined by the Equalities Act 2010 and other relevant legislation), regarding recruitment, performance management and employee career development opportunities. Gender plays no part in the assessment of salary grades at Hailsham Academy. Roles are evaluated in line with relevant job evaluation schemes.

Hailsham Academy is open and transparent about pay and conditions and is committed to taking steps to reduce its gender pay gap. The Academy has not paid any bonus payments over the period 1 April 2024 to 31st March 2025, and therefore there is no requirement to report on the measures related to bonus payments.

	Males	Females	Total
Number of employees by gender	81	219	300
% of workforce	27%	73%	100%

Proportion of male and female employees according to quarter pay bands

	QUARTER 1 (LOWER)	QUARTER 2 (LOWER MIDDLE)	QUARTER 3 (UPPER MIDDLE)	QUARTER 4 (UPPER)
Male (% males to all employees in each quarter)	26.67	17.33	20	48
Female (% females to all employees in each quarter)	73.33	82.67	80	52

Females occupy 80% of the lowest paid jobs and 66% of the highest paid jobs.

Difference in mean and median hourly rates of pay

	DIFFERENCE IN THE MEAN HOURLY PAY	DIFFERENCE IN THE MEDIAN HOURLY PAY
Pay gap. % difference male to female	Men are paid on average 26.41% more than women on a mean basis	Men are paid on average 40.37% more than women on a median basis.

Recruitment and Retention

Hailsham Academy employs a range of recruitment and retention methods to avoid bias and ensures that the right staff are employed in the right roles within any school. We are an equal opportunities employer.

Pay Scales

Hailsham Academy uses pay scales for all staff irrespective of gender. Those for teaching staff are aligned with the minimum and maximum of each pay scale within the School Teachers Pay and Conditions Document, which is updated annually. The pay scales for support staff are in line with the rates set by the National Joint Council for Local Government Services. Staff progress through the pay scales based on incremental progression eligibility.

Insights

- Women make up 73% of the workforce and are well represented at all levels within our Trust. The majority of female staff falling outside of teaching are employed in support type roles – teaching assistants, midday supervisors etc., and these types of roles are predominantly contained within the third and fourth quartiles.
- Hailsham Academy is committed to offering flexible working across the organisation.

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 Hailsham Community College Academy Trust.



Anna Robinson
CEO, Accounting Officer and Executive Headteacher