

What is the Gender Pay Gap?

The gender pay gap is the difference in average pay between men and women across an organisation. It is not a measure of equal pay for equal work. Its purpose is to highlight the distribution of colleagues across different roles, levels of seniority, and types of employment.

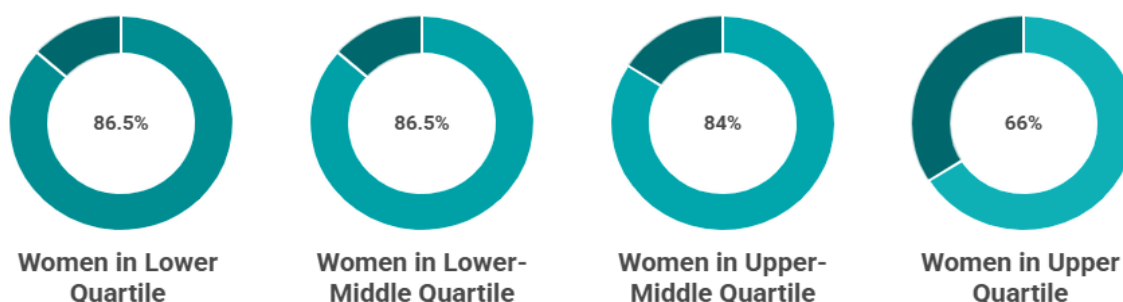
Reporting on our gender pay gap is an important part of our commitment to transparency and fairness, helping us to understand workforce patterns and to ensure that every colleague has equal access to development, progression, and opportunity.

We take this responsibility seriously, and our commitment to annual reporting supports ongoing reflection and positive action.

Workforce Profile

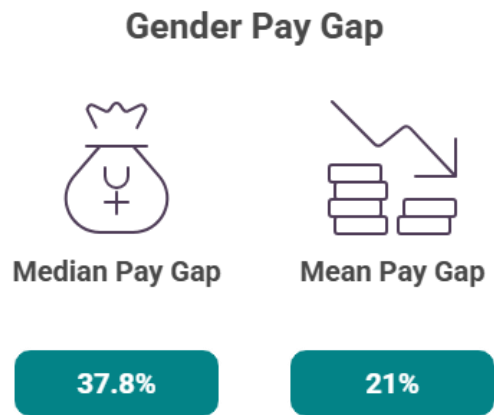
Our gender pay gap report reflects the profile of our workforce and the distribution of colleagues across different roles and pay bands. The education sector has a predominantly female workforce, particularly within support and operational roles. Our data is in line with this trend.

Women's Representation Across Pay Quartiles



For this reporting period, most colleagues across all four pay quartiles are women. This distribution shows that women are strongly represented across the Trust, with the highest concentrations in lower and middle quartile roles. There are more male colleagues within the higher paid/seniority roles, however proportionally more women in all quartiles.

Gender pay gap



Our mean gender pay gap is 21%, our median gender pay gap is 37.8%. These figures do not indicate unequal pay for equal work, they reflect the higher proportion of women in lower and middle quartile roles, alongside a greater proportion of men in the upper quartile. This distribution is consistent with patterns seen across the wider education sector.

Our Commitment

We remain committed to promoting fairness, opportunity, and progression for all colleagues. Our priorities include:

- Widening access to professional development via our Professional Growth Pathways
- Strengthening internal career pathways, including secondments and leadership mentorship programmes
- Ensuring recruitment and promotion processes remain equitable and inclusive.

We will continue to review our workforce data to understand the factors shaping our gender pay gap and to identify meaningful actions that support sustained, long-term improvement.