

Gender pay gap reporting - March 2025 report

Organisations with more than 250 employees are required to report gender pay gap data information at a snapshot date. For the current reporting period, the snapshot date is 31 March 2024.

The gender pay gap shows the difference in the average earnings between all men and women in an organisation. The mean gender pay gap is the difference between the mean hourly rate of pay for full-pay relevant employees of female and male staff. The median pay gap is the difference between the median hourly rate of pay for full-pay relevant employees of female and male staff.

The following table shows the proportion of males and females when divided into four groups from lowest to highest pay: -

Gender	Across the Trust	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
Male	17.70%	11.90%	18.82%	31.76%	29.41%
Female	82.30%	88.10%	81.18%	68.24%	70.59%

In common with the education sector as a whole, our trust workforce is predominantly female, noting that the reason for pay differentials are almost entirely due to types of occupation, as the majority of our female workforce are in lower salaried roles. 82.30% of our workforce is female and 17.70% of our workforce is male. Female staff outnumber male staff at every level in the Trust.

The fact that there are greater proportions of men in the upper pay quartiles compared with lower quartiles, and a greater proportion of women in the lower pay quartiles compared with the upper quartiles, has an impact on our gender pay gap.

Having a predominantly female workforce means that even small fluctuations in the pay of the male workforce can have a more significant impact on our gender pay gap.

The following table shows the mean and median pay gap: -

	Mean pay gap	Median pay gap
Across the Trust	27.76% lower for women	44.12% lower for women

Chief Executive Officer: Andrew Dickinson