

Gender Pay Gap Report (March 2025 Data)

Legal Requirements for Gender Pay Gap Reporting

The Equality Act 2010 requires Education Learning Trust (The Trust) to publish details of its Gender Pay Gap between male and female employees in the organisation. This is an annual, legal requirement for all organisations with 250 or more employees in England, Scotland and Wales. Education Learning Trust is a public sector body and as such, the 'snapshot' date for data capture is 31st March 2025.

We are required to publish the results on our own website and to the government website <https://gender-pay-gap.service.gov.uk/> where the results from other organisations can be viewed.

The definition of an employee includes those with a contract of employment with the Trust, apprentices and some self-employed people, where they have to perform the work personally.

What is the Gender Pay Gap?

The gender pay gap is the difference between the average (mean or median) earnings of men and women across an organisation, regardless of their job role.

This is different to equal pay, which is where men and women are paid the same salary for the same or equivalent roles. A gender pay gap may occur when there are a higher number of men in more highly paid roles, and/or a higher number of women in lower paid roles. This will mean a higher average pay for men compared to women.

This report compares the average hourly rates of pay of men and women, enabling a comparison of pay irrespective of whether the employees are full-time or part-time.

To ensure an equitable and consistent pay structure, the Trust follows nationally agreed pay grades for all teaching and support staff, and undertakes job evaluations and benchmarking when required.

Data Reporting

Education Learning Trust reports the following statutory measures of data to the government and publishes it on its website.

- the mean gender pay gap in hourly pay
- the median gender pay gap using hourly pay

- the percentage of men and women in each hourly pay quarter in a ranking of employees from lowest- to highest-paid per hour.

Percentage of men and women in each pay quarter (quartile)

On the snapshot date, Education Learning Trust had 541 employees, comprised of 121 men (22.37%) and 420 women (77.63%).

The table below shows the proportion of relevant male and female employees in each of the four pay quarters. To calculate this, a list of all employees has been divided into four quarters based on their hourly rates of pay. The Upper Pay Quarter contains employees on the highest hourly rate of pay and the Lower Pay Quarter represents the employees on the lowest hourly rate of pay.

Upper Pay Quarter employees are mostly those in the senior leadership roles for example Headteachers, Deputy and Assistant Headteachers, Directors and Executive roles.

The Upper Middle Pay Quarter contains teaching staff and some senior support staff managers.

The Lower Middle Pay Quarter consists of teaching and learning support staff and business and administration staff, and the Lower Pay Quarter contains support staff in roles such as mid-day assistants, after and before schools club staff and other support roles.

Percentage of men and women in each quarter at 31st March 2025

Quarter	Men		Women	
	Number	%	Number	%
Upper Pay Quarter	27	20.00	108	80.00
Upper Middle Pay Quarter	47	34.81	88	65.19
Lower Middle Pay Quarter	35	25.93	100	74.07
Lower Pay Quarter	12	8.82	124	91.18

- There are disproportionately more women than men in the Lower Pay Quarter, slightly more than there were in 2024. (85.60 % in 2024).
- Only 12 men work in the Lower Pay Quarter, compared to 18 in 2024, with an even representation across the remaining three quarters.

- Women remain well represented across the Trust in all quarters.
- There is an overall increase of 43 staff working for ELT compared to 2024, including 1 less male and 44 more female members of staff.

Mean and Median Gender Pay Gap

The **mean** gender pay gap is the difference in the mean pay of male and female employees expressed as a percentage and calculated by adding together the hourly rate of pay data on the snapshot date, then dividing it by the total number of relevant employees.

The mean Gender Pay Gap for ELT on 31st March 2025 is 24.31% for men and 21.17% for women. This means that when using the mean, men at ELT are paid 12.92% more than women are, therefore, for every £1 a woman earns, a man will earn £1.15.

The **median** gender pay gap is the difference in median pay of male and female employees expressed as a percentage and calculated by listing the hourly pay rates in numerical order, from the smallest to the largest, at the snapshot date and selecting the middle value. The median is a less accurate average than the mean as it involves comparing the mid-point in a list; however, it can be useful to indicate what the 'typical' situation is. Medians are not distorted by very high or low hourly pay; this means that when a median is used, not all gender pay gap issues will be picked up. Median values can also miss identifying where gender pay gap issues are most pronounced, in the lowest paid or highest paid employees.

The median Gender Pay Gap for ELT on 31st March 2025 is 25.71% for men and 18.99% for women. This means that when using the median, men at ELT are paid 26.14% more than women are, therefore, for every £1 a woman earns, a man will earn £1.32.

How the ELT are working to bridge the Gender Pay Gap

Education Learning Trust is committed to building a fair, inclusive, and high-performing organisation where everyone has equal opportunity to succeed.

While we are confident that men and women are paid equally for equal work, our gender pay gap reflects the distribution of men and women across different roles and seniority levels within the organisation.

Our analysis shows that men are disproportionately represented in senior and higher-paying roles and that women are more highly represented in entry-level and support roles. These structural factors contribute to the differences reflected in our reporting.



Addressing the gender pay gap is a strategic priority. We are taking the following actions:

Strengthening Our Talent Pipeline

- targeted development programmes to support progression into leadership roles
- transparent succession planning processes
- monitoring gender representation across pay quartiles
- development of our People Strategy to promote diversity, inclusivity and wellbeing

Improving Recruitment Practices

- structured, skills-based selection processes
- diverse shortlists and interview panels where possible
- ensuring gender neutral language is used in policies and recruitment documentation
- ensuring managers are trained in equality and recruitment best practice

Enhancing Flexibility and Inclusion

- promoting flexible working and job sharing at all levels
- supporting shared parental leave and return-to-work pathways
- creating an inclusive culture that supports career progression alongside caring responsibilities

At Education Learning Trust, we are committed to creating a workplace where everyone feels safe, valued, and respected. We take a zero-tolerance approach to discrimination and harassment and regularly review our policies to ensure they reflect our commitment to dignity, inclusion, and fairness across the Trust.

Omissions from the Gender Pay Gap Report

ELT does not operate a bonus pay scheme for employees, therefore the below indicators are not applicable and not reported:

- the percentage of men and women receiving bonus pay
- the mean gender gap in bonus pay
- the median gap in bonus pay



Vanessa McManus
Chief Executive Officer

On behalf of the Board of Trustees

18 February 2026