



Gender Pay Gap Report

Snap shot date 31st March 2025

January 2026





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Executive Summary

Endeavour Learning Trust operates within the education sector and are required to publish an annual Gender Pay Gap Report under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The academies included in this report are Ormskirk School, Burscough Priory, Tarleton Academy, Wellfield Academy, Churchtown Primary, Northbrook Primary, Brindle Gregson Lane Primary, Linaker Primary, and our Central team. This report is based on the snapshot date of 31st March 2025.

What is the gender pay gap?

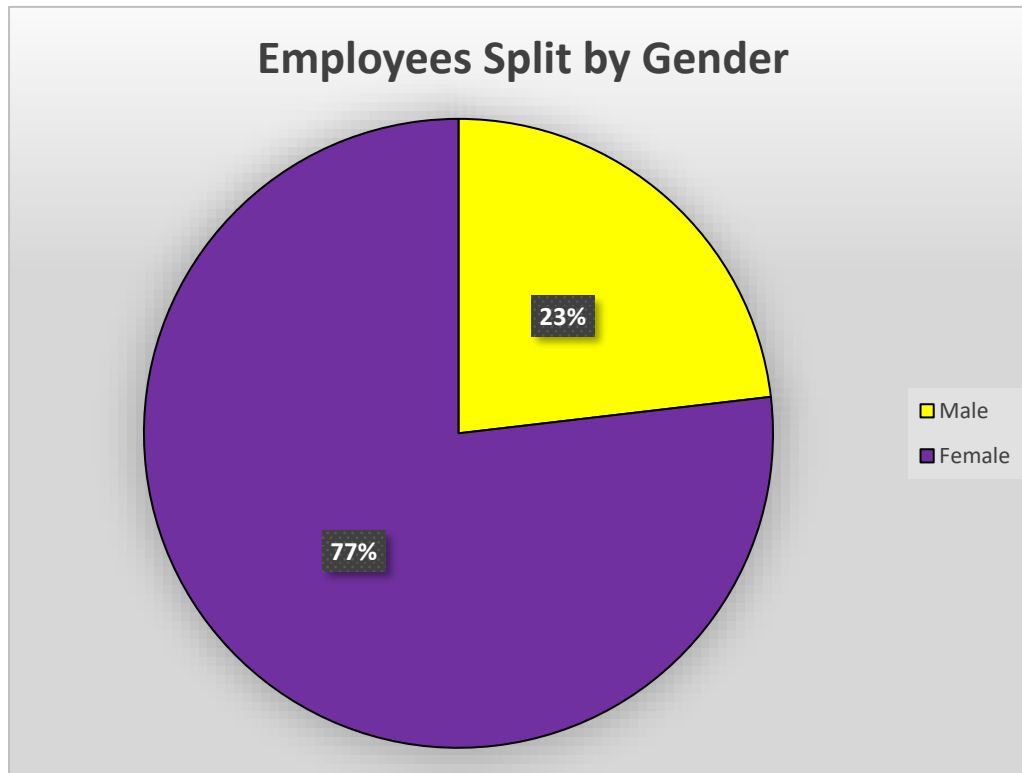
The gender pay gap is not the same as equal pay. Gender pay captures the difference in average earnings between men and women regardless of their nature of work. Equal pay means that men and women who are doing the same, similar, or equivalent work must be paid the same. At Endeavour Learning Trust, we use pay scales based on the School Teachers Pay and Conditions Document and the National Joint Council (NJC) for support staff, and therefore are confident that we pay men and women equally for carrying out the same / equivalent roles. As an employer with over 250 members of staff, we must publish the following:

- Quarterly pay bands – the percentage of male and female employees in four pay bands, which is calculated by dividing the workforce into four equal parts.
- Mean gender pay gap – the difference between the mean hourly rate of pay for male and female employees in our organisation.
- Median gender pay gap – the difference between the median hourly rate of pay for male and female employees in our organisation.

The Trust does not use a contractual bonus scheme and therefore there is no data reported regarding bonuses.

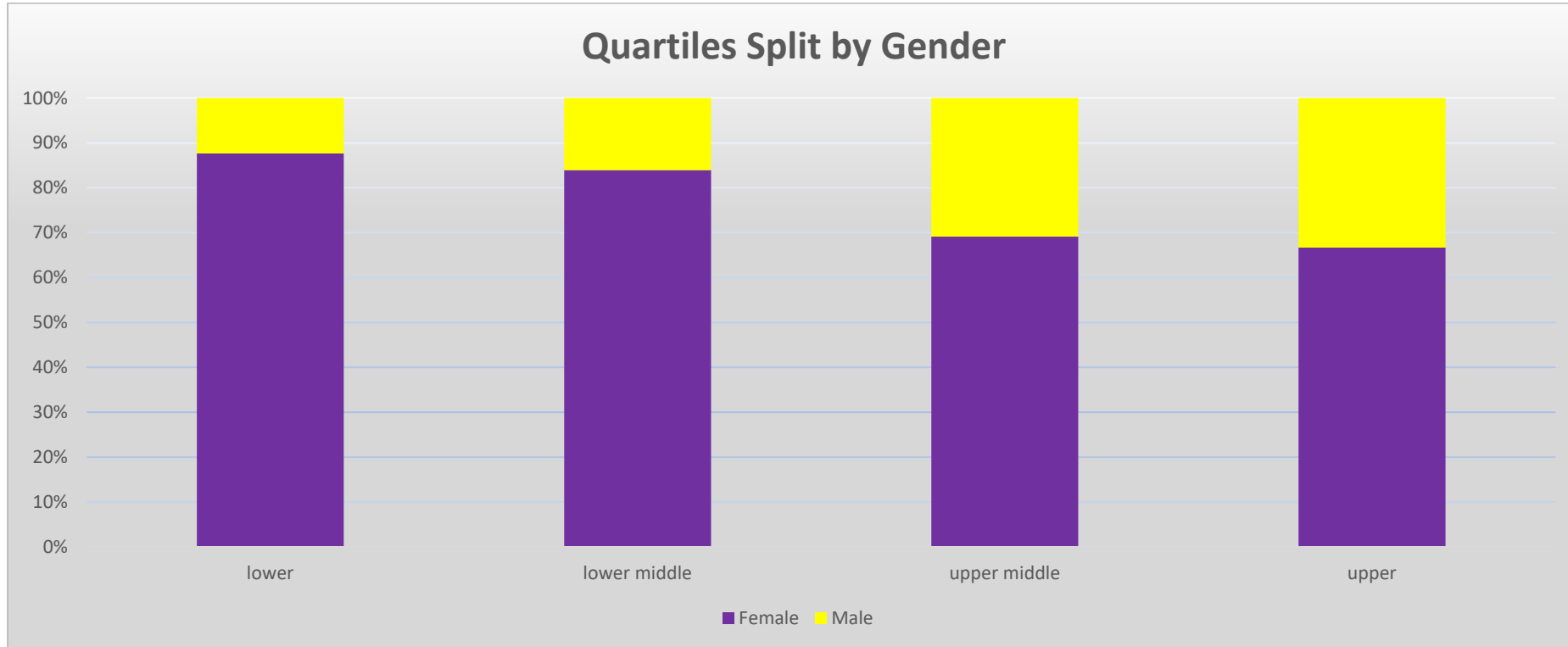
Gender Pay Gap Data

On 31st March 2025 the Trust employed 648 staff



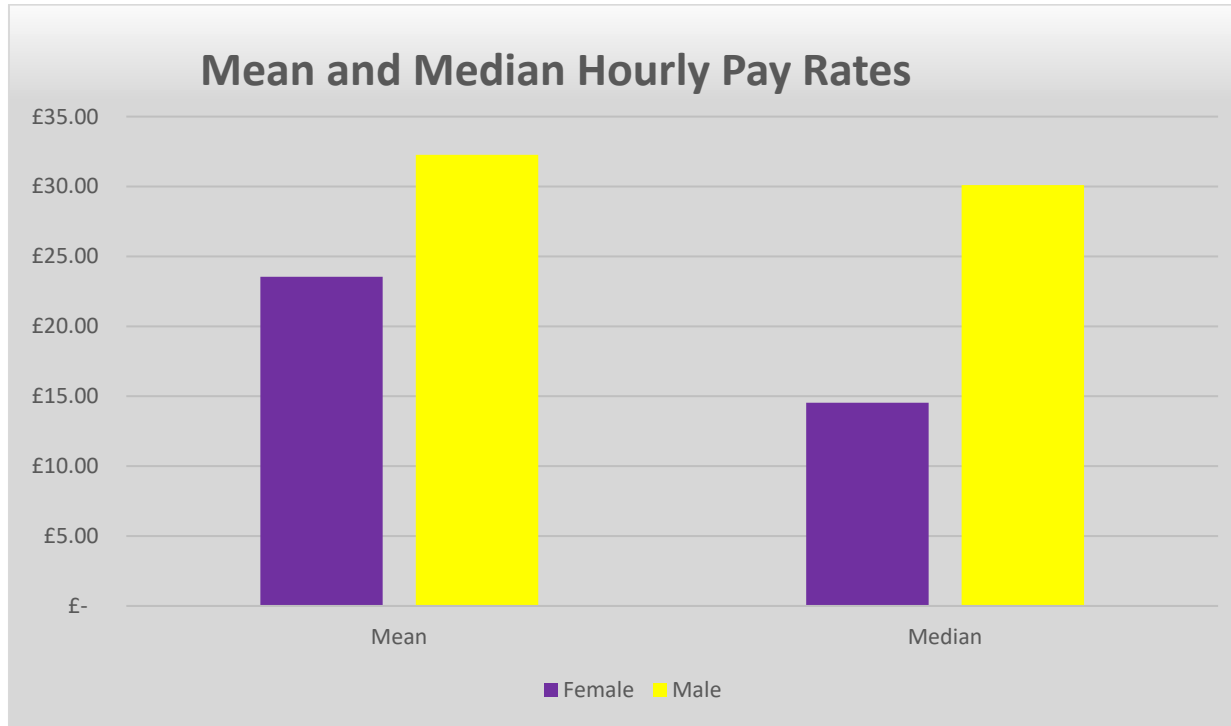
Of the 648 staff, 77% are women. This split of female staff is indicative of the education sector

This calculation shows the percentage of male and female employees in four pay bands, which is done by dividing the workforce into four equal parts.



The graph shows that a much higher proportion of woman, than men, are paid an hourly rate within the lower quartile. The proportion of men steadily increases from 12% in the lower quartile to 33% in the upper quartile. This indicates that although there is a far greater proportion of woman occupying roles in Endeavour Learning Trust, men employed by the Trust are in the higher paid roles.

The table below demonstrates the mean and median hourly rates by gender.



The graph above demonstrates the following:

Using the mean/average hourly rate men are paid £32.27 per hour, and women are paid £23.54 per hour. Hence, women are paid 27% less than men; for every £1 a man earns, a woman will earn 73p.

The median hourly pay rate for men is £30.10, and £14.53 for women. This means for every £1 a man earns; a woman will earn 48p when comparing median hourly pay.

Summary

Similar to many organisations in the education sector, Endeavour Learning Trust employ a higher proportion of women than men. A much higher proportion of women are clustered at the lower end of the distribution in lower paid roles, whilst men are more likely to occupy the higher paid roles. This distribution impacts both our mean and median pay gap. There are many reasons that explain why more men tend to occupy the higher paying roles in our schools. It is important to understand the distribution of men and women in our organisation in order to identify any steps we choose to take to close the gap.

Gender Pay Gap Statement

Endeavour Learning Trust remains committed to equality of opportunity and fairness in pay. The Trust continues to monitor salary levels across all roles to ensure that consistent and transparent principles are applied in line with nationally negotiated pay frameworks, including the School Teachers' Pay and Conditions Document (STPCD) for teaching staff and the National Joint Council (NJC) terms and conditions for support staff.

Pay progression within the Trust operates in accordance with these national frameworks. Staff progress through pay scales in a structured and transparent way, and pay progression is automatic within the grade. As a result, pay decisions are not influenced by gender.

Endeavour Learning Trust aims to be an employer of choice and is committed to ensuring that all recruitment, appointment and promotion processes are fair, inclusive and reflective of gender equality. All employees have access to learning and development opportunities, enabling colleagues to develop their skills and progress within their chosen careers.

The Trust will continue to benchmark salaries and review workforce data to ensure that pay practices remain equitable. Endeavour Learning Trust is an equal opportunities employer and does not discriminate, as defined by the Equality Act 2010 and other relevant legislation, in relation to recruitment, pay, performance management or career development opportunities.