

Gender Pay Gap Report - March 2025

Our gender pay gap report shows the difference in the average between men and women.

It is the difference between the hourly rates of pay of full pay on a mean (average) and median (middle) basis.

Gender pay is not the same as equal pay reporting. We are an equal pay employer and ensure our pay is fair at every level.

Our People

	2025
Women	76%
Men	24%

The majority of our staff are female at most levels in the organisation. This is common in schools nationally. Women occupy 67% of the highest paid jobs in the organisation and 81% of the lowest paid jobs. If the lower quartile were equal in men and women our mean gap would be reduced significantly.

Gender	Staff	Median Gender Hourly Rate	Median Gender Hourly Gap Percentage	Mean Gender Hourly Rate	Mean Gender Hourly Gap Percentage	Lower	Lower Middle	Upper Middle	Upper
Female	752	25.91	63.20%	30.98	24.92%	81	81	68	67
Male	243	42.29		38.7		19	19	32	33