

Gender Pay Gap Report 2026 - Updated snapshot date

Snapshot Date used for Data:	31.03.2026
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This 2026 Updated Report is for a snapshot of all the workforce across the Trust's schools taken on 31.3.26.

Headline figures are shown below for both the Mean and the Median over the last seven years.

	2020 Report (30.3.19)			2021 Report (31.3.20)			2022 Report (31.3.21)		
	Male Hourly rate	Female Hourly Rate	GPG %	Male Hourly rate	Female Hourly Rate	GPG %	Male Hourly rate	Female Hourly Rate	GPG %
Mean GPG %	£20.42	£15.71	23.1	£20.69	£15.65	24.3	£21.50	£17.15	20.23
Median GPG %	£18.94	£13.20	30.3	£19.48	£13.64	29.9	£20.12	£14.60	27.44
Quartile 1 %	33.7	66.3		32.26	67.74		32.69	67.31	
Quartile 2 %	24.7	75.3		26.88	73.12		27.56	72.44	
Quartile 3 %	21.2	78.8		16.13	83.87		20.51	79.49	
Quartile 4 %	9.4	90.6		9.68	90.32		13.38	86.62	

	2023 Report (31.3.22)			2024 Report (31.3.23)			2025 Report (31.3.24)		
	Male Hourly rate	Female Hourly Rate	GPG %	Male Hourly rate	Female Hourly Rate	GPG %	Male Hourly rate	Female Hourly Rate	GPG %
Mean GPG %	£25.50	£20.40	20.02	£20.82	£17.37	16.6	£22.52	£18.42	18.2
Median GPG %	£25.12	£14.26	43.23	£18.79	£15.46	17.7	£21.33	£15.54	27.2
Quartile 1 %	29.33	70.67		28	72		30	70	
Quartile 2 %	30.67	69.33		30	70		32	68	
Quartile 3 %	22.52	77.48		22	78		19	81	
Quartile 4 %	10.60	89.40		12	88		13	87	

	2026 Report (31.3.25)				2026 Updated Report (31.3.26)		
	Male Hourly Rate	Female Hourly Rate	GPG %		Male Hourly Rate	Female Hourly Rate	GPG %
Mean GPG %	£27.40	£19.60	28.5	Mean GPG %	£29.20	£21.14	27.6
Median GPG %	£22.50	£18.31	18.6	Median GPG %	£23.70	£19.48	17.8
Quartile 1 %	12	88		Quartile 1 %	12	88	
Quartile 2 %	23	77		Quartile 2 %	25	75	
Quartile 3 %	30	70		Quartile 3 %	27	73	
Quartile 4 %	29	71		Quartile 4 %	31	69	

Quartiles are within the organisation and are an even split of 25% of total staff. The figures for the updated 2026 report have been generated by the WeareEvery system for the fourth-year running, hence the rounded figures in comparison to previous years, where the figures were calculated manually.

This year's report examines the snapshot date of 31st March 2026, based on a total of 698 staff members across the Trust. In accordance with the guidance, certain staff members were excluded from the calculations due to their casual contractual status, receipt of 50% or less sick pay, or being on maternity leave as of the snapshot date.

Key Findings:

Analysing this year's data the key findings are as follows:

- The mean hourly rate gap has slightly decreased from 28.5% to 27.6%, representing a 0.9 % decline.
- The median hourly rate gap has also slightly decreased from 18.6% to 17.8%, representing a 0.8% decrease.
- The median hourly rate gap between male and female employees has slightly increased from £4.19 in 2025 to £4.22, a very minor increase of £0.03.

Factors Contributing to the Gender Pay Gap

Several factors have contributed to the modest reduction in both the mean and median gender pay gaps this year:

- The representation of female employees within the upper pay quartiles has remained relatively strong. Females now account for 73% of staff in Quartile 3 and 69% in Quartile 4, compared with 70% and 71% respectively in the previous year. Whilst there has been a slight increase in male representation within the highest-paid quartile, there has also been an increase in male representation within Quartile 2, resulting in a more balanced distribution of staff across the pay quartiles overall.

- The mean gender pay gap has reduced from 28.5% to 27.6%, whilst the median gender pay gap has reduced from 18.6% to 17.8%, indicating that female earnings have increased at a slightly faster rate than male earnings over the reporting period.
- Although the difference in median hourly pay between male and female employees increased slightly from £4.19 to £4.22 per hour, the median gender pay gap reduced from 18.6% to 17.8%, reflecting the fact that female median earnings increased at a faster rate proportionately than male median earnings during the reporting period.
- The annual pay awards applied during the reporting period have increased pay rates across both teaching and support staff groups. The female median hourly rate increased from £18.31 to £19.48, while the male median hourly rate increased from £22.50 to £23.70. These increases have contributed to an overall improvement in earnings across the workforce.

The Trust's workforce continues to be predominantly female, particularly within the lower pay quartiles. Quartile 1 remains 88% female and Quartile 2 is 75% female. This reflects the continued concentration of female employees within support staff roles, which generally attract lower rates of pay than teaching and leadership positions. Whilst a gender pay gap remains, the reduction in both the mean and median pay gaps demonstrate positive progress towards a more balanced pay distribution across the organisation.