

The White Horse Federation – Gender Pay Gap Report 2026

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, and as an employer of over 250 employees, The White Horse Federation is required to measure and report on the gender pay gap in the organisation. The White Horse Federation is a public sector body and has a data capture date of 31 March in each year.

Under the regulations there is a requirement to report on the following six measures:

1. The difference in the mean pay of full pay men and women expressed as a percentage.
2. The difference in median pay of full pay men and women expressed as a percentage.
3. The difference in mean bonus pay of full pay men and women expressed as a percentage.
4. The difference in median bonus pay of full pay men and women expressed as a percentage.
5. The proportion of men and women who received bonus pay.
6. The proportion of full pay men and women in each of four quartile bands.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation. We are required to publish the results on our own website and a government website. In relation to these measures, the data is based on staff paid on the data capture date on 31 March 2025.

The results for the statutory calculations are:

1. The Mean Gender Pay Gap	The difference between the mean hourly rate of pay that male and female full-pay relevant employees receive.	20.64%
2. The Median Gender Pay Gap	The difference between the median hourly rate of pay that male and female full-pay relevant employees receive.	23.01%
3. The Mean Bonus Gender Pay Gap	The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.	0%
4. The Median Bonus Gender Pay Gap	The difference between the median bonus paid to male relevant employees and that paid to female relevant employees.	0%
5. The Bonus Proportions Gender Pay Gap	The proportion of male and female relevant employees who were paid bonus pay during the relevant period.	Male 0% Female 0%
6. The proportion of males and females in each quartile pay band		
Lower Pay Band Quartile:	Male: 3.94%	Female: 96.06%
Lower Middle Pay Band Quartile:	Male: 26.52%	Female: 73.48%
Upper Middle Pay Band Quartile:	Male: 21.15%	Female: 78.85%
Upper Pay Band Quartile:	Male: 27.24%	Female: 72.76%

Supporting Statement:

The White Horse Federation operates as an equal opportunities employer and does not discriminate in any way (as defined by the Equalities Act 2010 and other relevant legislation), regarding recruitment, performance management and employee career development opportunities.

The White Horse Federation is committed to the promotion of equality of opportunity and choice for employees and supports fair treatment of all staff, irrespective of gender, through our transparent recruitment processes, pay policy and professional development. All our posts are aligned to nationally agreed pay scales and our male and female staff are paid within the same pay band for the same job role. We use the pay scales for teaching staff in accordance with the School Teachers' Pay and Conditions document. For the majority of support staff, we use the pay scales set by the NJC (National Joint Council for Local Government Services) with the minority of senior and executive staff, we use the HAY Pay Scale and an Executive Pay Scale. All staff move through the pay points in their evaluated pay grade on their pay scale based on a thorough and robust performance management process, meaning that earnings are based on performance outcomes, irrespective of gender.

At the data capture date, The White Horse Federation consisted of:

- 4 Secondary Academies
- 2 SEMH Academies
- 24 Primary Academies
- Central Office

The White Horse Federation did not make any bonus payments in the relevant period for any employees, male or female, and therefore all statistics relating to bonus pay have been calculated at zero.

At the snapshot date of 31 March 2025, The White Horse Federation's employee demographic was made up of 80% female to 20% male. Within the education sector, it is common for a high proportion of the workforce to be female, so this is the typical composition expected for an academy trust. We therefore have a higher proportion of females in every quartile, including the upper quartile.

One area for investigation we identified in our Gender Pay Gap Report in recent years was to assess the senior leadership level in terms of the predominance of male post holders in the highest paid positions, particularly in secondary schools and in the central office within the trust. According to the latest school workforce data published by the Department for Education, it is typical for more male teachers to be in leadership roles than female teachers across both primary and secondary academies in England. Beyond the education sector, the Office for National Statistics suggests female caregivers with dependent children are more likely to take career breaks in the UK, which could affect their progression into leadership roles, which could also explain the lower levels of female teachers in leadership roles.

While we recognise this is a common issue for both the industry and the country, we continue to address this as a trust to ensure gender equality by continuously reviewing our recruitment and promotion processes to include skills-based assessment tasks and structured interviews across all levels, schools and departments. We ensure unconscious bias training remains up to date for all staff and recruitment shortlisting is blind, so names and gender are not visible to those shortlisting until

after this process is complete. Our processes for internal vacancies continue to evolve to ensure the interviewing and selection process for these are based upon skills and experience in order to offer all staff the same opportunities, regardless of their gender.

The White Horse Federation is a flexible employer, committed to flexible working opportunities, and a significant number of our employees take up flexible working opportunities. In comparison to other industries, the majority of roles within the trust are considered to be part-time, either with hours per week aligning with school pupil attendance or in weeks per year with many employees working part-year contracts to align with school term dates. For this reason, the hourly rate calculation used in our gender pay gap report has been altered to account for term time only or term time plus workers under the guidance of the Advisory, Conciliation and Arbitration Service (ACAS) and the Government Office for Equality and Opportunity to give a more accurate representation of hourly rate.

Part time hours and part year working is particularly attractive to parents who need to fit their work schedule around childcare responsibilities. According to the Office for National Statistics, female caregivers in the UK with dependent children are more likely to work part time than male caregivers with dependent children. Therefore, as a trust with more family-friendly working patterns, we are more likely to attract female candidates, either as caregivers looking for part time work or even caregivers returning from a career break, but these part-time roles are more likely to be less highly paid as they're auxiliary occupations. This may contribute to the higher proportion of female workers in our lower pay band quartile.

The White Horse Federations is determined to reduce the gender pay gap where possible and, since the last report, have implemented and developed actions and measures to improve diversity and inclusion throughout the organisation and continue to do so by:

- Continuing to rewrite and refresh our People policies in consultation with unions to ensure they are as family friendly as possible for both genders;
- Continue with the implementation of a more robust framework around workforce planning, which promotes flexible working across the trust;
- Continue to offer leadership development programmes for those aspiring to middle and senior leadership to enable access for all staff;
- And, continue to improve our recruitment processes to ensure all staff, regardless of gender, have the same opportunities.

The above information has been prepared from our payroll data from 31 March 2025 and fairly represents the Gender Pay Gap Information for The White Horse Federation.