



Gender Pay Gap 2023 - 2024

The Trust is succeeding in slowly reducing our gender pay gap, this progress is a testament to our dedication to promoting gender equality and ensuring that all employees are compensated fairly for their contributions and skills.

Despite these positive developments, it is imperative to acknowledge that our gender pay gap persists, largely due to an overrepresentation of women in lower-paid roles. This is an unfortunate commonality among education providers. We do not have any variation in pay between female and male staff undertaking the same roles, with the same experience levels.

We have a continued commitment to driving positive change and recruiting candidates of all genders at every level within the Trust. Moving forward, we remain steadfast in our efforts to promote transparency, fairness, and inclusivity in our pay practices.

Employee Headcount	250 - 499
Difference in hourly pay (mean)	24.3%
Difference in hourly pay (median)	40.3%

Percentage of women each pay quarter	
Lower hourly pay quarter	86.7%
Lower middle hourly pay quarter	86.6%
Upper middle hourly pay quarter	70.7%
Upper hourly pay quarter	57.3%

Bonus pay	
Women receiving bonus pay	0
Men receiving bonus pay	0
Difference in bonus pay (mean)	0
Difference in bonus pay (median)	0