

Gender Pay Report March 2026


Snapshot Date:	31/03/2025
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Difference in mean and media hourly rate of pay		
	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap % difference male to female	20.32	8.96

Difference in mean and median bonus pay		
	Difference in the mean bonus pay	Difference in the median bonus pay
Pay gap % difference male to female	0	0

Proportion of male and female employees who were paid bonus pay	
	Proportion receiving a bonus
Male employees (% paid a bonus compared to all male employees)	0
Female employees (% paid a bonus compared to all female employees)	0

Proportion of male and female employees according to quartile pay bands				
	Quartile 1 Lower	Quartile 2 Lower middle	Quartile 3 Upper middle	Quartile 4 Upper
Male (% males to all employees in each quartile)	8.95	23.16	22.22	26.98
Female (% females to all employees in each quartile)	91.05	76.84	77.78	73.02

Supporting statement			
I confirm that the information published here is accurate.			
Signature:		Date:	02/02/2026
Status/position:	Trust HR Manager		

Optional supporting narrative
<p>We use nationally recognised pay scales for all teaching staff that are aligned to the School Teachers' Pay and Conditions Document, which is reviewed annually. For non-teaching support staff, pay is determined using the National Joint Council (NJC) pay scales for local government services.</p> <p>Progression within each pay grade is governed by clear, consistently applied processes, ensuring that pay is determined by role, grade and experience rather than gender.</p>