

Gender Pay Gap Report 31 March 2025

Introduction

This is the sixth report produced by the The 3-18 Education Trust under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, which requires organisations with 250 or more employees to measure and report on the gender pay gap, on an annual basis. The data capture date is 31st March every year and the report must be published by the 30th March in the subsequent year.

This report is required to be published on the Trust's website, accessible by both employees and the public, for a minimum of three years and is reported to Government and published online by the Government Equalities Office.

The 3-18 Education Trust is required to report on:

- The difference in the mean pay of full pay men and women expressed as a percentage
- The difference in median pay of full pay men and women expressed as a percentage
- The proportion of full pay men and women in each of the four quartile bands

The Trust does not pay bonuses and therefore is not required to report on this element.

The data for 31st March 2025 is based on 769 posts, which includes casual posts and supply posts and includes those staff who carry out more than one post at the school. This amounts to 144 males and 625 females within the 769 posts.

Data

Mean Gender Pay Gap

	Number of Posts	Hourly Rate
Male	144	£24.36
Female	625	£21.32

The mean gender pay gap is 12.5%.

Median Gender Pay Gap

	Number of Posts	Hourly Rate
Male	144	£23.66
Female	625	£16.63

The median pay gap is 29.7%.

Quartile Pay Band Gender Information

Quartile	Male No.	Male %	Female No.	Female %	Total No.
Lower A	24	12.4%	169	87.6%	193
B	16	8.3%	176	91.7%	192
C	49	25.5%	143	74.5%	192
Upper D	55	28.6%	137	71.4%	192

Further Analysis

Support Staff posts including casuals and Trust staff (448 staff)

	Number of Posts	Hourly Rate (mean)
Male	49	£18.41
Female	399	£16.68

The gender pay gap for Support Staff is 9.4%.

Teaching Staff posts including supply, unqualified, MPS, UPS and Lead Practitioners (321 staff)

	Number of Posts	Hourly Rate (mean)
Male	95	£26.47
Female	226	£25.63

The gender pay gap for Teaching Staff is 3.2%.

Senior Leadership posts including Trust staff (24 staff)

	Number of Posts	Hourly Rate (mean)
Male	10	£44.61
Female	14	£41.07

The gender pay gap for Senior Leadership is 7.9%.

Narrative

The 3-18 Education Trust is a public sector education organisation with, at the data capture date of 31 March 2025;

- 5 primary schools (4-11)
- 1 all-through school (3-16)
- 3 secondary schools (11-16)
- 1 secondary school with sixth form and boarding school provision (11-18)
- 1 central trust staff body

The mean pay gap for this reporting period has **reduced** from 15.8% to 12.5%. Teaching staff have seen a notable reduction in the gap from 7.5% to 3.2% and support staff has seen a reduction from 11.3% to 9.4%. The senior leadership gap, has also seen a reduction from 10% to 7.9%. The median pay gap across the Trust has **reduced significantly** from 39.2% to 29.7%.

This progress is a result of our ongoing efforts to implement the recommendations we have put in place following our annual reporting and, where we are able, we will continue to reduce the gap.

However, reducing the gap further may be difficult due to external factors that impact our staffing ratios. The terms and conditions of employment in our sector (hours and term time only working patterns), particularly for support staff roles, tend to be family friendly and therefore attract female applicants for roles such as Lunch-time Supervisor, Cleaner, Administrator and Teaching Assistant, which are job evaluated at a lower grade and lower pay.

At all times, it is important to note that the Trust operates nationally agreed pay scales for all staff, following those defined by the School Teachers Pay and Conditions and the National Joint Council, where the salary is defined by the post and not gender and therefore, we have minimal influence over pay - by its nature, it is therefore not gender biased.

Although the gap has reduced, we should not be complacent. The main areas the Trust needs to continue to focus on are:

- Promote part-time and flexible working to male employees to address the balance (there is a wider societal cultural shift required here too);
- Encourage more male applicants within the primary provision, to address the balance, through ensuring advertising and recruitment procedures are not gender biased;
- Continue to undertake comparison exercises with other local multi-academy trusts and wider to identify any pay inequalities across the Trust.

The Trust will continue to monitor trends and address areas where required.

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March 2026