



## Gender Pay Report

### Background:

The Priory Learning Trust (TPLT) is an organisation where over three quarters (83%) of the workforce is female. We are therefore very much committed to the fair treatment of all staff, regardless of gender, through transparent processes for recruitment, pay, and professional development. We are committed to addressing all potential barriers to achieving equality.

### Summary:

This report provides a summary of the gender pay gap reporting requirements, as well as a considered analysis and explanation of the data and findings. Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 as an employer with over 250 employees, TPLT is required to publish statutory gender pay gap calculations every year.

The following gender pay gap information is required:

- Gender pay gap (mean and median averages).
- Gender bonus gap (mean and median averages).
- Proportion of men and women receiving bonuses.
- Proportion of men and women in each quartile of the organisation's pay structure.

This report provides a transparent snapshot of our workforce as of 31 March 2025, available publicly on both the TPLT and Government websites. It is important to distinguish between the Gender Pay Gap—which measures the difference in average hourly earnings across the entire Trust—and Equal Pay. While the pay gap often reflects the distribution of roles, Equal Pay is a legal and moral mandate to ensure 'equal pay for equal work.' At TPLT, we don't just comply with legislation; we are passionately committed to pay equity, ensuring every colleague is rewarded fairly for the vital value they bring to our schools.

### Gender Pay Data:

At the time of reporting, 17% of employees were male and 83% were female. Our mean and median pay gaps are as follows:

Mean Pay Gap	Median Pay Gap
25%	45%

#### a. Mean Pay Gap:

The mean gender pay gap is 25%. This is the difference in average hourly pay for males compared to females at all levels across TPLT. The average hourly pay rate for each gender is:

Female	Male
£20.39	£27.19

b. Median Pay Gap:

The median pay gap is 45% and represents the midpoint across a list of values. If we list all females and males, the median is the middle number. The median pay gap is the percentage difference in average hourly pay for the middle male compared to the middle female working for TPLT. The median hourly pay rate for each gender is:

Female	Male
£13.69	£25.02

c. Gender Pay Quartiles:

The distribution of male and females is shown in the pay quartiles. These are calculated by splitting the whole workforce into four equal parts based on hourly pay from lowest to highest. The percentage of male and female is then calculated for each quartile.

Quartiles	Female %	Male %
Lower	86%	14%
Lower Middle	92%	8%
Upper Middle	79%	11%
Upper	74%	26%
Total Percentage of workforce	83%	17%

**Commentary and Benchmarking:**

Our gender pay gap data presents a difference in the average hourly pay received by male and female employees at TPLT as of March 31, 2025. The trust notes that the gap has decreased since the data was collected on 31 March 2024 with a mean reduction of 4.5% from 29.5% to 25% and a median reduction of 3.7% from 48.7% to 45%. We are pleased to report this.

It is important we benchmark ourselves against other similar organisations. A review of gender pay gap data (from 31 March 2024) for other multi academy trusts (with over 1,000 employees) show mean gender pay gaps from 12% to 27%, with our current gap of 25% falling within this range. The same is true for the median which ranges from 14% to 48% in other trusts, where ours is 45%. It is noted both gaps are in the upper end of this range and therefore we would hope with our continued commitment we can improve this in future reporting.

The overall workforce within our trust is predominantly female, which is consistent with the sector. Education has a predominance of women, and our trust with 83% of the workforce is not out of kilter with the sector. Our challenge is to see this percentage within each of the quartiles. Therefore, this becomes our benchmark when considering the pay quartiles. The snapshot data demonstrates the lower quartiles exceed the overall workforce benchmark data of 83% for women. Whereas the upper quartiles snapshot data is under the overall workforce benchmark data.

However, when we consider our Gender Pay Quartiles against national statistics within the education sector, this demonstrates we fall within the national average for the lower quartile, but for the lower middle, upper middle and upper quartile we are higher than the national average for each.

Quartiles	TPLT Female %	National Education Average Female %
Lower	86%	85-92%
Lower Middle	92%	80-85%
Upper Middle	79%	70-75%
Upper	74%	55-65%

With a higher percentage of women than the national average in the upper and upper middle quartiles, this indicates we have a higher proportion of female senior leaders than the national average and indicates our attempts to provide recruitment and promotion pathways accessible to all, are working well. This suggested that the high Mean Gender Pay Gap is not a result of unequal pay for equal work, nor a lack of female leadership. Instead, because we employ a large, predominantly female support workforce, the sheer volume of these roles at the lower end of our pay scale mathematically lowers the average female hourly rate compared to the male average.

Within the education sector there are a significant number of part time and term time positions available. These flexible working arrangements can often be accommodated in support roles which include centrally-based functions like HR and finance, and some school-based roles like educational support, lunchtime supervisors and teaching assistants. Generally, parents who wish to be employed, but also retain a work-life balance which enables them to care for their children, have sought these types of posts, which has historically attracted a higher proportion of women. The attraction of men to these roles continues to be a challenge but we remain in our commitment to achieve equal distribution of both men and women throughout our job roles.

To help with the gender pay gap, we will continue to consider initiatives to continue to attract more women to jobs within the upper quartile and upper middle quartiles. And with our continued commitment to increasing flexible working options, where operationally viable, we hope will have impact in this area. However, the goal isn't just about moving women up; it's about moving men in at the entry-level and support roles. This balances the distribution across the quartiles and prevents the average male salary from being artificially inflated by a lack of men in lower-paid positions.

#### **Actions for this year to address the gender pay gap:**

- Maintain a continued commitment to supporting women into middle and senior leadership roles.
- Consider targeted actions to increase male representation, to provide our children with a diverse range of role models. By balancing our lower quartiles, we can naturally reduce our Gender Pay Gap while building a more inclusive culture for everyone.
- Launch of Neonatal policy within our suite of family leave policies. By providing additional support during the most stressful family periods, we may reduce the likelihood of high-performing staff resigning or stepping down to lower-responsibility roles.
- Continuation of commitment of training and CPD for line managers on positive behaviours and expectations of middle leaders.
- Complete a review of the actions taken in response to the Sexual Harassment Mandatory Duty to consider impact and how we can continue to positively respond to and promote our position. A culture where staff feel safe and respected is a prerequisite for equity.
- Review our recruitment and selection strategy and trust's supporting policies.

- Review process to adopt a proactive approach in supporting schools to respond to flexible working requests as favourably as possible, or to present creative alternatives, where operationally feasible.
- As we continue our continuous improvement journey as a trust we will continue to regularly challenge our perceptions and practices in line with expectations of employers in today's world of work. Key to this is a proactive response to the Equality, Diversity and Inclusion (EDI) agenda which has been identified as future trust priority.
- It is anticipated TPLT will soon merge with CSET to create a new family of schools called Pathway Trust. As part of this merger a People Strategy for the new Trust will be designed which will give us an opportunity to reassess the actions we will take collectively across our new Trust to close the gender pay gap.

**Summary:**

Our commitment to closing the gender pay gap is beyond one of compliance, we recognise it is a fundamental pillar of our identity as we strive to become an employer of choice. We recognise that gender pay gap is often a symptom of untapped potential and systemic barriers for both men and women.

Beyond the more simple actions identified above, we have ambitions longer term for targeted career and leadership pathways as well as continuing to consider ways of providing flexibility for a workforce with changing needs and priorities. We have also identified the importance of considering strategic ways to increase male representation in education. We are committed to building a workplace where career trajectory is defined by expertise and ambition, not by gender, family commitments, or life stage. For our staff, this means equity; for our children, it means being led by the very best, most diverse team possible.

**Feedback:**

For any questions or comments on this report, please contact Kate Winsor (Director of People) at [HR@theplt.org.uk](mailto:HR@theplt.org.uk)

**Declaration**

I confirm that the above information has been prepared from our payroll provider data on the snapshot date and fairly represents the Gender Pay information for TPLT.

Signed:



William Roberts, Chief Executive Officer