



TRUE LEARNING
PARTNERSHIP

Gender Pay Gap
Snapshot Date: March 2025

Background

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, organisations with more than 250 employees are required to measure and publish their gender pay gap each year. As a public sector employer, the Trust reports its data based on the statutory snapshot date of 31 March.

Gender pay gap reporting enables us to analyse the distribution of men and women across our workforce and understand the structural factors influencing average pay differences. It is not a measure of equal pay—our teaching and support staff continue to be paid in line with nationally agreed pay frameworks, ensuring equal rates of pay for the same or equivalent roles.

The regulations require us to publish data on six measures:

- The mean and median gender pay gaps
- The mean and median gender bonus gaps
- The proportion of men and women receiving bonus pay
- The proportion of men and women across four pay quartiles

Our annual reporting reflects our ongoing commitment to fairness, transparency, and equal opportunity. It also provides valuable insight into workforce patterns, helping us identify where further action is needed to support progression and ensure that gender does not influence access to roles, development, or reward.

This year's report also allows us to track the impact of the actions we have taken to promote a more gender-balanced workforce and to assess where progress is emerging or where further intervention is required. By reviewing our data annually, we continue to build a clearer picture of workforce trends that inform long-term planning and organisational development.

Difference in mean and median hourly rate of pay

	Difference in mean hourly rate of pay	Difference in the median hourly pay
Pay gap. % difference male to female	19.3%	48.17%

The mean pay gap reflects overall average differences, while the median pay gap compares the middle point of male and female pay distributions. The median gender pay gap remains significantly higher than the mean because a substantial proportion of women are employed in lower-paid support roles, whereas men are more frequently represented in higher-paid teaching roles.

Proportion of male and female employees according to quartile pay bands

	Quartile 1. Lower Quartile	Quartile 2. Lower middle	Quartile 3. Upper middle	Quartile 4. Upper
Male (% males to all employees in each quartile)	24.3%	21%	32.2%	37%
Female (% females to all employees in each quartile)	75.7%	79%	67.8%	63%

Additional notes:

- 71% of our employees are female and 29% are males
- No bonuses are paid to any member of Trust staff
- At the time of reporting, the Trust was made up of five schools, two Secondary and three Primary Schools across Cheshire and Derbyshire.

Executive Summary

The UK gender pay gap continues to narrow gradually, and this trend is reflected within the Trust. Over the past two years, our overall gender mean pay gap has reduced from 21.6% to 19.3%, remaining significantly lower than the sector average for Multi-Academy Trusts in 2025. This reduction, although modest, demonstrates steady progress aligned with national patterns. The median gap is high, but is consistent with similar sized MATs, particularly those with a large proportion of female support staff

Our gender pay gap does not result from unequal pay for equal work. Instead, it reflects the distribution of roles typically undertaken by men and women across the Trust. A higher proportion of men occupy teaching roles, positions that generally command higher salary levels, while women are more widely represented in support roles, which influences both mean and median hourly pay calculations. Positively, women continue to be well represented in the upper quartiles of our pay structure, indicating strong pathways for career progression across all areas of the Trust.

We remain committed to fair and transparent pay practices. All salaries continue to be determined using nationally recognised frameworks, including the School Teachers' Pay and Conditions Document and the Local Authority support staff pay scales for Cheshire East and Derbyshire. These structures ensure consistency, objectivity, and pay equity regardless of gender. Our commitment is further supported by robust recruitment, equality, and diversity policies.

To strengthen gender balance across the organisation, we continue to focus on actions that promote fairness, inclusion, and opportunity. These include maintaining anonymised recruitment processes, enhancing our applicant tracking system to support more insightful reporting, actively promoting flexible working options, and prioritising wellbeing and family-friendly policies for all employees. Collectively, these measures support our aim of ensuring that every member of staff has equal access to development, progression, and a positive working environment.



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I confirm that the information contained in this report is accurate.

Signature: Professor Geoff Baker

February 2026

Status/position: Chief Executive Officer