

Gender Pay Gap Report

1 April 2024 to 31 March 2025

1. Introduction

Pele Trust employs more than 250 employees and thus is required to publicly report its gender pay gap.

As required by law, the Trust reports on:

- Average gender pay gap as a mean average
- Average gender pay gap as a median average
- Average bonus gender pay gap as a mean average
- Average bonus gender pay gap as a median average
- Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
- Proportion of males and females when divided into four groups ordered from lowest to highest pay

The gender pay gap shows the difference between the average earnings of men and women in an organisation, expressed as a percentage of men's earnings.

2. Pay Gap Calculations

The mean gender pay gap is the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

The median gender pay gap is the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

We have made our calculations using payroll data, and following the approach to reporting set out in government guidance. The information published within this report is accurate.

3. Pay Policies

Pele Trust staff are paid in accordance with School Teachers Pay and Conditions for teachers and NJC pay and conditions for support staff. We believe that men and women are paid equally for doing equivalent jobs across the Trust.

4. Information relating to bonus payments

Pele Trust does not operate a bonus scheme. No member of staff received a bonus so there is no data to publish in relation to bonus payments.

5. Pay Gap Data

As at 31 March 2025 there were 916 staff employed by the Trust. Of those 916, 675 are women and 241 are men. The number of staff has increased from 902 in 2023/24.

5.0 Workforce Composition

The following table shows the workforce composition by gender and working pattern:

	Full-Time	Part-Time	Total	% of Workforce
Male	128	113	241	26.31%
Female	187	488	675	73.69%
Total	315	601	916	100%

Women make up 73.69% of the workforce. A significant proportion of women (72.30%) work part-time, compared to 46.89% of men. The concentration of women in part-time roles, which tend to be lower-paid support positions, is a key structural driver of the overall gender pay gap.

5.1 All Employees

Table 5.1.1 below shows the percentage of all employed men and women in each quartile, with the figures for the previous two years (23/24, 22/23) in brackets.

Quartiles	% Female Staff	% Male Staff
Lower Quartile (Q1)	82.18% (81.86%) (79.50%)	17.82% (18.14%) (20.50%)
Lower Middle Quartile (Q2)	80.97% (82.67%) (83.75%)	19.03% (17.33%) (16.25%)
Upper Middle Quartile (Q3)	65.24% (67.70%) (78.84%)	34.76% (32.30%) (21.16%)
Upper Quartile (Q4)	66.38% (64.00%) (65.67%)	33.62% (36.00%) (34.33%)
Grand Total	73.69% (74.06%) (76.94%)	26.31% (25.94%) (23.06%)

The proportion of women in the upper quartile (Q4) has increased to 66.38% from 64.00%, continuing a positive trend. There is also a notable shift in the upper middle quartile (Q3), where the proportion of men has increased to 34.76% from 32.30%, reflecting more men moving into mid-range positions. The overall gender split remains broadly stable with women comprising 73.69% of the workforce.

Table 5.1.2 shows the mean and median pay gap between women and men in Pele Trust.

Table 5.1.2	Female Staff	Male Staff	GAP
Mean Hourly Rate	£23.06 (£21.47)	£29.21 (£27.81)	21.07% (22.78%)
Median Hourly Rate	£14.13 (£13.02)	£26.47 (£25.09)	46.60% (48.10%)

The mean gender pay gap has reduced from 22.78% to 21.07%, a reduction of 1.71 percentage points. The median pay gap has also reduced from 48.10% to 46.60%. While both measures show improvement, the gaps remain significant. Pele Trust employs more men in higher paid roles than women (senior leadership and teaching, where men are predominantly full time), and substantially

fewer men in lower paid roles (teaching assistants, lunchtime supervisors, cleaning and catering, most of which are part time roles).

5.1.3 Three-Year Trend Analysis

The following table summarises the overall pay gap trend over the last three reporting periods:

Measure	2022/23	2023/24	2024/25	Direction
Total Employees	464	902	916	-
Male Employees	107	234	241	-
Female Employees	357	668	675	-
Mean Pay Gap	23.23%	22.78%	21.07%	Improving
Median Pay Gap	50.33%	48.10%	46.60%	Improving
% Women in Q4 (Upper)	64.66%	64.00%	66.38%	Improving
% Women in Leadership	45.45%	50.00%	54.76%	Improving

The data shows a consistent year-on-year improvement across all key measures. The mean pay gap has reduced by 2.16 percentage points over the three-year period, while the median gap has reduced by 3.73 percentage points. The proportion of women in leadership roles has increased from 45.45% to 54.76%, meaning women now hold the majority of leadership positions. The significant increase in employee numbers between 2022/23 and 2023/24 reflects two large high schools joining the Trust.

5.2 Employees by Role Type

The tables below show the pay gap data by role type. The format reflects the tables above and shows the percentage of males and females in each job role type and the mean and median pay gap between males and females. Previous year figures (23/24) are shown in brackets.

5.2.1 Leadership

Proportion of M/F by quartile	% Female Staff	% Male Staff
Upper Quartile (Q4)	54.76% (50.00%)	45.24% (50.00%)

Pay gap	Female Staff	Male Staff	GAP
Mean Hourly Rate	£54.51 (£51.30)	£67.42 (£63.30)	19.16% (18.95%)
Median Hourly Rate	£52.90 (£50.77)	£61.31 (£58.11)	13.71% (12.64%)

Women now hold the majority of leadership positions (54.76%, up from 50.00%), with 23 female and 19 male leaders compared to an equal split of 20/20 last year. However, the pay gap in leadership has widened slightly, with the mean gap increasing from 18.95% to 19.16% and the median gap from

12.64% to 13.71%. This reflects the fact that the highest-paid leadership roles (CEO, Headteacher of the largest schools) continue to be held by men, while more women have entered leadership at the assistant headteacher and deputy headteacher levels. Continued focus on progression of women into the most senior leadership positions is required.

5.2.2 Teachers

Proportion of M/F by quartile	% Female Staff	% Male Staff
Upper Middle Quartile (Q3)	68.94% (69.05%)	31.06% (30.95%)
Upper Quartile (Q4)	66.84% (66.67%)	33.16% (33.33%)

Pay gap	Female Staff	Male Staff	GAP
Mean Hourly Rate	£38.39 (£36.19)	£39.04 (£36.49)	1.68% (0.82%)
Median Hourly Rate	£38.80 (£36.78)	£38.80 (£36.78)	0.00% (0.00%)

The teaching workforce shows the most equitable pay distribution of any role type. The median pay gap remains at 0.00%, indicating that the middle-earning male and female teachers are paid identically. The small mean gap of 1.68% (up slightly from 0.82%) reflects minor differences in the distribution of teachers across pay scales, with a marginally higher proportion of men on the upper pay range. The gender split across quartiles remains broadly stable.

5.2.3 Manual Workers (Caretakers, Catering and Lunch Staff, Cleaners)

Proportion of M/F by quartile	% Female Staff	% Male Staff
Lower Quartile (Q1)	80.14% (79.74%)	19.86% (20.26%)
Lower Middle Quartile (Q2)	37.50% (28.57%)	62.50% (71.43%)
Upper Middle Quartile (Q3)	42.42% (45.45%)	57.58% (54.55%)

Pay gap	Female Staff	Male Staff	GAP
Mean Hourly Rate	£13.03 (£12.30)	£14.77 (£13.82)	11.74% (10.97%)
Median Hourly Rate	£12.26 (£11.59)	£13.05 (£11.98)	6.06% (3.24%)

The pay gap for manual workers has widened, with the mean gap increasing from 10.97% to 11.74% and the median gap from 3.24% to 6.06%. This is driven by the concentration of women in lower-paid cleaning and catering roles (Q1), while men are more likely to hold caretaker and senior caretaker positions which attract higher pay. The proportion of women in Q2 has increased from 28.57% to 37.50%, which is positive, but the overall gap remains significant in this category.

5.2.4 Administrative Staff

Proportion of M/F by quartile	% Female Staff	% Male Staff
Lower Quartile (Q1)	81.13% (81.63%)	18.87% (18.37%)
Lower Middle Quartile (Q2)	80.00% (82.35%)	20.00% (17.65%)
Upper Middle Quartile (Q3)	76.09% (76.60%)	23.91% (23.40%)

Pay gap	Female Staff	Male Staff	GAP
Mean Hourly Rate	£14.87 (£14.59)	£15.11 (£14.81)	1.61% (1.45%)
Median Hourly Rate	£13.05 (£12.38)	£13.16 (£12.59)	0.79% (1.65%)

Administrative staff show a very small pay gap. The mean gap of 1.61% is broadly unchanged from 1.45%. The median gap has reduced significantly from 1.65% to 0.79%, suggesting convergence in the core pay rates for administrative roles. Female representation is dominant across all quartiles, with women making up over 76% of staff at every level.

5.2.5 Teaching Support

Proportion of M/F by quartile	% Female Staff	% Male Staff
Lower Quartile (Q1)	91.43% (95.83%)	8.57% (4.17%)
Lower Middle Quartile (Q2)	85.99% (87.50%)	14.01% (12.50%)
Upper Middle Quartile (Q3)	72.22% (75.00%)	27.78% (25.00%)

Pay gap	Female Staff	Male Staff	GAP
Mean Hourly Rate	£13.52 (£12.74)	£13.74 (£13.35)	1.62% (4.56%)
Median Hourly Rate	£13.05 (£12.38)	£13.69 (£12.91)	4.64% (4.08%)

The teaching support category shows notable improvement in the mean pay gap, which has reduced significantly from 4.56% to 1.62%. This suggests that pay rates for male and female teaching support staff are converging. The median gap has increased slightly from 4.08% to 4.64%. Female representation remains dominant, although there has been a slight increase in the proportion of men at all levels, particularly in Q1 (from 4.17% to 8.57%) and Q3 (from 25.00% to 27.78%).

6. Summary

Overall Pay Gap: The mean gender pay gap has improved from 22.78% to 21.07%, and the median gap from 48.10% to 46.60%. While these reductions are welcome, both figures remain significant and indicate that substantial work is still required to achieve gender pay parity.

Structural Drivers: The pay gap is primarily driven by the concentration of women in lower-paid, part-time support roles. Of the 675 women employed, 488 (72.30%) work part-time, compared to 113 of 241 men (46.89%). Part-time roles are predominantly in cleaning, catering, lunchtime supervision, and teaching support - all of which sit in the lower pay quartiles. Conversely, men are disproportionately represented in full-time teaching and senior leadership positions.

Leadership Progress: Women now hold the majority of leadership positions (54.76%), up from 50.00% in the previous year and 45.45% in 2022/23. This represents significant progress. However, the pay gap within leadership has widened slightly (mean gap 19.16%, median gap 13.71%), reflecting the fact that the most senior and highest-paid roles remain predominantly held by men.

Teachers: The teaching workforce remains highly equitable, with a 0.00% median pay gap and a very small mean gap of 1.68%. This reflects the structured pay scales for teachers which provide equal pay for equivalent roles regardless of gender.

Support Roles: Teaching support staff have seen the most significant improvement, with the mean gap reducing from 4.56% to 1.62%. Administrative staff continue to have a very small gap (mean 1.61%, median 0.79%). Manual workers show the widest gap among non-leadership roles, with the mean gap at 11.74%, driven by gender segregation between cleaning/catering (predominantly female) and caretaking (predominantly male) roles.

Three-Year Trajectory: All key measures have improved consistently over the three-year period. The mean pay gap has reduced by 2.16 percentage points (from 23.23% to 21.07%), the median gap by 3.73 percentage points (from 50.33% to 46.60%), and the proportion of women in leadership has increased by over 9 percentage points. While the direction of travel is positive, the pace of change needs to accelerate to close the remaining gaps.

7. Actions to be taken

The Trust remains committed to addressing the gender pay gap whilst ensuring that recruitment is fair and best meets the needs of the organisation. The following actions will be progressed:

- Directors and Executive and Senior Leaders will continue to consider the impact of recruitment and appointment processes, with particular focus on increasing the proportion of women in the most senior leadership positions.
- The Trust will continue to support and expand leadership development and mentorship programmes, with a higher proportion of participants being female.
- The Trust will continue to monitor the distribution of additional responsibility allowances to ensure equitable access for men and women.
- The Trust will explore opportunities to address the gender segregation in manual worker roles, including encouraging applications from women for caretaker roles and from men for cleaning and catering positions.
- The Trust will continue to promote flexible working arrangements to support staff of all genders in balancing work and caring responsibilities.

- The Shared Parental Leave policy will continue to be promoted to enable more men to participate in their statutory right to parental leave.
- The Trust will continue to monitor and report on gender metrics, pay gaps, and progress towards gender equity.

This report has been reviewed by the Board of Directors, Pele Trust.