

Workforce: Gender Pay Gap

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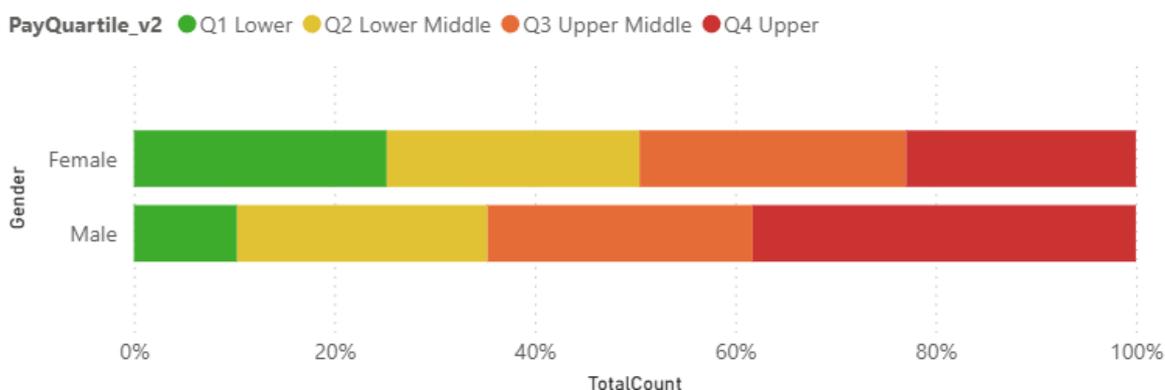
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Summary:

- Across the workforce, women earned 77p for every £1 that men earned when comparing hourly pay.
- Women make up 78% of the total workforce
- The gender pay gap in Q1 will be addressed with the increase in minimum pay rates from April – when this uplift is applied, there will be no gender pay gap.
- Women earn more in the lower middle quartile than men do.
- The gender pay gap is more pronounced in the Upper Middle and Upper Quartiles.



City Learning Trust (Group size 250 - 499)

	<i>Mean</i>	<i>Median</i>
2022	£15.28	£18.95
2023	£19.10	£19.70
2024	£23.25	£22.35
2025	£24.30	£22.57

<i>Gender</i>	Lower Quartile		Lower Middle Quartile		Upper Middle Quartile		Upper Quartile	
	<i>F</i>	<i>M</i>	<i>F</i>	<i>M</i>	<i>F</i>	<i>M</i>	<i>F</i>	<i>M</i>
2022	87%	13%	74%	26%	69%	31%	72%	28%
2023	87%	13%	75%	25%	70%	30%	72%	28%
2024	86%	14%	87%	13%	77%	23%	74%	26%
2025	89%	11%	76%	24%	76%	24%	65%	35%

Comparison Data:

Similar: Accord Academies Trust

	<i>Mean</i>	<i>Median</i>
2022	£29.60	£51.00
2023	£25.20	£47.90
2024	£20.10	£41.10
2025	£25.80	£51.20

	Lower Quartile		Lower Middle Quartile		Upper Middle Quartile		Upper Quartile	
<i>Gender</i>	<i>F</i>	<i>M</i>	<i>F</i>	<i>M</i>	<i>F</i>	<i>M</i>	<i>F</i>	<i>M</i>
2022	93%	7%	81%	19%	71%	29%	62%	38%
2023	91%	9%	80%	20%	70%	30%	66%	34%
2024	88%	12%	77%	23%	65%	35%	70%	30%
2025	90%	10%	78%	22%	68%	32%	67%	33%

Medium: Co-operative Academies Trust (group size 500 – 999)

	<i>Mean</i>	<i>Median</i>
2022	£19.40	£13.70
2023	£18.50	£17.80
2024	£17.73	£19.33
2025	£16.60	£17.30

	Lower Quartile		Lower Middle Quartile		Upper Middle Quartile		Upper Quartile	
<i>Gender</i>	<i>F</i>	<i>M</i>	<i>F</i>	<i>M</i>	<i>F</i>	<i>M</i>	<i>F</i>	<i>M</i>
2022	92%	8%	73%	27%	80%	20%	66%	34%
2023	90%	10%	76%	24%	73%	27%	67%	33%
2024	90%	10%	74%	26%	73%	27%	67%	33%
2025	90%	10%	75%	25%	75%	25%	67%	33%

Large: Ormiston Academies Trust (group size: 1000-1499)

	<i>Mean</i>	<i>Median</i>
2022	£26.40	£43.20
2023	£37.20	£20.70
2024	£16.75	£24.04
2025	£16.50	£28.50

	Lower Quartile		Lower Middle Quartile		Upper Middle Quartile		Upper Quartile	
<i>Gender</i>	<i>F</i>	<i>M</i>	<i>F</i>	<i>M</i>	<i>F</i>	<i>M</i>	<i>F</i>	<i>M</i>
2022	79%	21%	85%	15%	68%	32%	62%	38%
2023	62%	38%	77%	23%	66%	34%	64%	36%
2024	84%	16%	78%	22%	69%	31%	72%	28%
2025	85%	15%	77%	23%	68%	32%	64%	36%