

Gender Pay Gap 2025

Equinox Learning Trust has over 250 employees, therefore it is required to complete the gender pay gap analysis. This report is based on a snapshot of 31 March 2025 and provides a comparison to the previous year in brackets where appropriate.

Men and women are paid equally for doing equivalent jobs across the Trust. The Trust uses pay scales based on the School Teachers Pay and Conditions document for teachers and academy-based leaders. For support staff, the Trust follows the job evaluation / grading structure adopted in the local authority area with pay scales set by the NJC.

The overall split of females and male roles across the trust is 84.1% (82.6%) females and 15.9% (17.4%) males. As is common for the education sector there are significantly more females within the Trust. This is often due to flexibility of schools to offer term time only, and school hour contracts.

Pay Qualities

The quartile-level gender composition is summarised below. The slight increase in male headcount noted at the aggregate level manifests as modest proportional increases within quartiles 3 and 4.

	Quarter 1 (Lower)	Quarter 2 (Lower Middle)	Quarter 3 (Upper Middle)	Quarter 4 (Upper)
Male <i>(% males to all employees in each quarter)</i>	6.6% <i>(6.5%)</i>	10.5% <i>(8.5%)</i>	19% <i>(22.6%)</i>	27.6% <i>(31.8%)</i>
Female <i>(% females to all employees in each quarter)</i>	93.4% <i>(93.5%)</i>	89.5% <i>(91.5%)</i>	81% <i>(77.4%)</i>	72.4% <i>(68.2%)</i>


Difference in Mean & Median Hourly Rates of Pay

	Difference in the Mean Hourly Pay	Difference in the Median Hourly Pay
Women's hourly rate pay gap as a %	27% Lower <i>(31% - Lower)</i>	59% Lower <i>(60% Lower)</i>

Compared with the prior reporting period, the mean hourly gender pay gap has widened marginally, whereas the median hourly gender pay gap has narrowed slightly.

No bonus pay is awarded and as such the gender pay gap is nil (nil).

I can confirm that the information published here is accurate.

Signature: 	Date: 3.3.26
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