



GENDER PAY GAP REPORTING – 2025

This is the eighth report produced under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. As a public sector body with over 250 employees The Willow Learning Trust has a duty to measure and report on our gender pay gap. The Willow Learning Trust comprises three schools, Abbey Primary School, Aragon Primary School and Glenthorne High School. Our data capture date is 31 March in each year.

Gender Pay Reporting involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it does not involve publishing data on individual employees.

We are required to publish the results on our own website(s) and on a government website:

<https://gender-pay-gap.service.gov.uk/Viewing/search-results>

The data for March 2025 is based on 335 members of staff on the data capture data: 69 male and 266 female.

Mean Gender Pay Gap

	Number of employees	Mean pay
Male	69	£29.02
Female	266	£23.58

The mean gender pay gap is 18.75%

Median Gender Pay Gap

	Number of Employees	Median pay
Male	69	£28.56
Female	266	£19.98

The median gender pay gap is 30.04%

Quartile Pay and Gender Information

Quartile	Male No.	Male %	Female No.	Female %	Total No.
Lower	11	13.41%	71	86.59%	82
Middle Lower	11	13.1%	73	86.9%	84
Middle Upper	21	24.71%	64	75.29%	85
Upper	26	30.95%	58	69.05%	84
TOTAL	69	20.6%	266	79.4%	335

Bonus Pay Information

	£ Mean	£ Median	% Employees who received a bonus
Male (3)	£666.67	£500.00	6.4%
Female (17)	£647.06	£500.00	4.3%
Pay Gap	2.94%	0	

Gender Pay Gap Analysis

The Trust is committed to the principle of equal opportunities and equal treatment for all employees and has a clear policy of paying employees equally for the same or equivalent work, regardless of their gender. All teaching staff are paid in line with School Teachers Pay and Conditions and all support staff are paid in line with the National Joint Council (NJC) Pay and Conditions.

Context for The Willow Learning Trust workforce:

- The Trust workforce is predominantly female, making up 79.4% of the total staff.
- Flexible working opportunities such as casual, part-time and term-time working contracts offered by the Trust, appeal to female candidates.
- Many roles that fall into the lower and lower middle quartile include administrative support, mid-day supervision, and classroom support and tend to attract more female applicants.
- Decisions about pay progression and appraisals are scrutinised and agreed by the Trust Personnel Committee to ensure consistency of approach.
- On 31st March 2025, the Trust's leadership team comprised 11 females and 8 males. All our headteachers are female, as is the Director of Finance.

A comparison of the snapshots from 31st March, 2024 and 31st March 2025, indicates a slightly lower pay gap at the Trust. The analysis shows that the Trust has slightly reduced its overall number of support staff during 2024-2025. Within the support staff group, there has been an increase in the proportion of male employees, which has led to a higher percentage of males appearing in the Lower and Middle-Lower pay quartiles, and a reduction of males in the Middle Upper and Upper quartiles.

These factors have resulted in the reduction in the Mean by 1.78% (2024 = 20.53%), in the Median of 3.29% (2024 = 33.33%).

In contrast the number and gender split of teaching staff has remained stable throughout 2024–2025.

The Trust remains committed to promoting equality and will continue to monitor workforce composition and pay practices to ensure fairness and transparency.

The ratio of female to male employees within the Trust is 4:1, National average is 76% female. (School Workforce Census 2024 (gov.uk)).

Rewards for exceptional performance

The Board of Trustees believes that praise, encouragement and rewards are central to the ethos of the Trust. The Board of Trustees therefore offers rewards for exceptional performance and contribution to the Trust or a school to motivate staff, recognise exceptional performance and retain outstanding staff. These rewards are offered over and above salary progression resulting from appraisal.

Our analysis shows the gap in bonus pay has reduced since 2024 this improvement on previous years can be attributed to more equal bonus payments across the trust.

Our commitment to bridge the Gender Pay Gap

Whilst it is important to note that our gender pay gap does not stem from paying male and female employees differently for the same equivalent work, in order to close the gender pay gap The Willow Learning Trust is committed to the following:

- To continue to ensure all employees, both male and female are in receipt of professional development regardless of their working patterns.
- To continue to support flexible working plans that enable all staff to fulfil their career aspirations irrespective of personal circumstances.
- To ensure that all vacancies within the Trust are advertised in a transparent manner to ensure there is equal opportunity for all employees.
- To continue to monitor and benchmark salary levels across the Trust to ensure they are applied consistently and fairly.

I can confirm that the information above has been prepared using our payroll data and fairly represents the Gender Pay Gap for all schools as of 31st March 2025.

S Hume

Chief Executive Officer

The Willow Learning Trust