

## Gender Pay Gap Report 2025

The Enlighten Learning Trust, in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, is required to publish information to demonstrate how large the pay gap is between our male and female employees. This report is based on the snapshot date 31/3/25 and is based on 323 employees.

The overall gender pay gap is defined as the difference between the mean (average) or median (actual midpoint) hourly rate of pay of male and female employees.

The results of these statutory calculations are:

### 1. Mean Pay Gap

The difference between the mean hourly rate of pay that male and female full pay relevant employees receive is **21.86%** (26.3% in 2024, 24.48% in 2023, 21.97% in 2022, 19.47% in 2021, 18.11% in 2020, 20.77 in 2019).

### 2. Median Pay Gap

The difference between the median hourly rate of pay that male and female full pay relevant employees receive is **40.87%** (40.17% in 2024, 30.13% in 2023, 31.21% in 2022, 23.42% in 2021, 18.36% in 2020, 29.16 in 2019).

### 3. Mean and Median Bonus Gap

There were no bonuses paid in the reporting period. Bonuses continue to be rarely used within the pay structure.

### 4. The Proportion of males and females receiving a Bonus Payment

0% of men and 0% of women received a bonus payment in the reporting period.

### 5. The Proportion of males and females in each Quartile Pay Band

Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
12.35% Male 87.65% Female	16.05% Male 83.95% Female	24.69% Male 75.31% Female	31.25% Male 68.75% Female

### 6. The Spread of males and females across each Quartile Pay Band

Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
14.71% of total Males	19.12% of total Males	29.41% of total Males	36.76% of total Males
27.84% of total Females	26.67% of total Females	23.92% of total Females	21.57% of total Females

## Supporting Statement

The Enlighten Learning Trust is committed to the promotion of equality of opportunity and choice for employees and supports the fair treatment of all staff irrespective of gender through our transparent recruitment process, pay policy and professional development. Our posts are aligned to nationally and locally agreed pay scales and our male and female staff are paid within the same pay band for the same job role.

The Gender Pay Gap is a high level, non-adjusted indicator of male and female earnings which is affected by workforce distribution and workforce make-up. The mean pay gap has reduced this year and is lower than it was in 2023. The median pay gap has increased slightly since 2024.

Overall the Trust has an 78.95% female and 21.05% male workforce. The spread of females across the quartiles is fairly even. The male workforce is spread less evenly with 66.18% of men in the upper quartiles and only 14.71% of men in the lowest quartile. This is the major driver of the overall pay gap.

Of note is that only 11% of the men in the top 2 quartiles and 13% of women in the top 2 quartiles are members of support staff. Teacher pay award for 2024/25 was 4% on all salaries. This year ELT matched the 4% teacher pay award for support staff. However it is to be noted that the calculation for the hourly rate of pay is different for the 2 types of contract and produces an artificially high figure for teaching staff when compared with support staff.

The Enlighten Learning Trust seeks to maximise opportunities for all employees, regardless of gender, through inclusive flexible working and recruitment processes.

The overall gender pay gap therefore reflects the distribution of the male workforce across the quartiles and the small proportion of men in support staff roles.

Bonus payments are rare within the organisation. There was no bonus paid in the reporting period

I confirm that the above information has been prepared from our payroll data on the snapshot date and fairly represents the Gender Pay Gap information for the Enlighten Learning Trust.

Signed:

A handwritten signature in black ink, appearing to read 'M. S. Jones'.

Date: 17/03/2026