



Learners' Trust Gender Pay Gap (as at 31st March 2025)

Issued: 25/03/2026

1. Overview

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, all organisations listed at Schedule 2 to the regulations that employ over 250 employees are required to report annually on their gender pay gap. Other organisations with 250 or more employees will need to comply with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, including:-

- the difference in mean pay between male and female employees.
- the difference in median pay between male and female employees.
- the difference in mean bonus pay between male and female employees.
- the proportions of males and female employees in each quartile of their pay distribution.
- the difference in median bonus pay between male and female employees.
- the proportions of male and female employees who were paid bonus pay.

The data snapshot date for the trust is 31st March 2025, with data based on the March 2025 payroll.

2. How is the gender pay gap different to equal pay?

Equal pay is a legal requirement under the Equality Act 2010 and relates to male and female employees receiving the same pay for:-

- The same work
- Similar work
- Work of equal value

Failure to provide equal pay for equal work is unlawful. In contrast, the gender pay gap measures the difference between the average earnings of males and females across the trust. It reflects the workforce structures rather than individual pay decisions. Having a gender pay gap is not unlawful but highlights differences in representation across roles and levels.

3. Regulatory requirements

Since 2017, all organisations with 250 or more employees are required to:-

- Report gender pay gap data annually
- Use a snapshot of 31st March (for public sector organisations)
- Publish key statistical measure of pay

4. What does the gender pay gap measure?

The gender pay gap measures the difference between male and females' average pay across an organisation. All roles across the organisations are included in calculating the average earnings figure and it is expressed as a percentage of earnings.

A gender pay gap does not necessarily indicate unequal pay. It can arise from factors such as:-

- Gender imbalance across different levels of the organisation
- Occupational segregation (roles dominated by one gender)
- Workforce composition within pay quartiles

5. Learners' Trust approach to pay

Learners' Trust operates structured and transparent pay frameworks.

- **Teaching staff** are paid in accordance with nationally agreed pay scales aligned with the School Teachers' Pay and Conditions document, which is reviewed annually.
- **Support Staff** are paid and progress in line with established pay frameworks,, including:-
 - Derby City Council pay banding
 - Derbyshire County Council pay banding
 - Rotherham Metropolitan Borough Council pay banding
 - National Joint Council (NJC) pay banding

Learners' Trust is committed to being an equal pay employer.

6. Workforce profile

Learners' Trust comprises 18 schools across Derby, Derbyshire and Rotherham.

The trust is supported by a central team, providing key services including:-

- Finance
- Operations
- Human Resources
- Governance
- School improvement

A total of 717 relevant employees were included in the report (figure 1)

(Figure 1)

Gender Balance



639

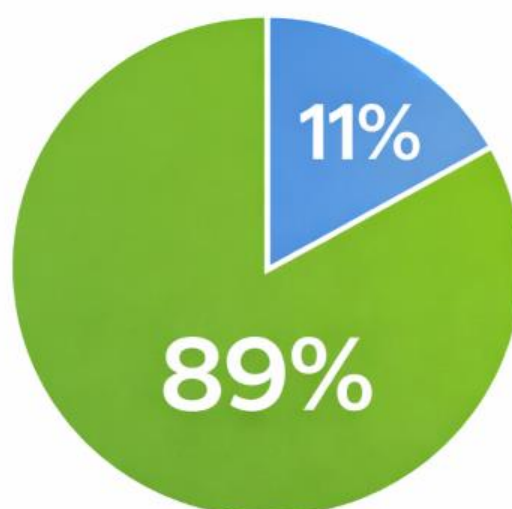
Female



78

Male

Total employees: 717

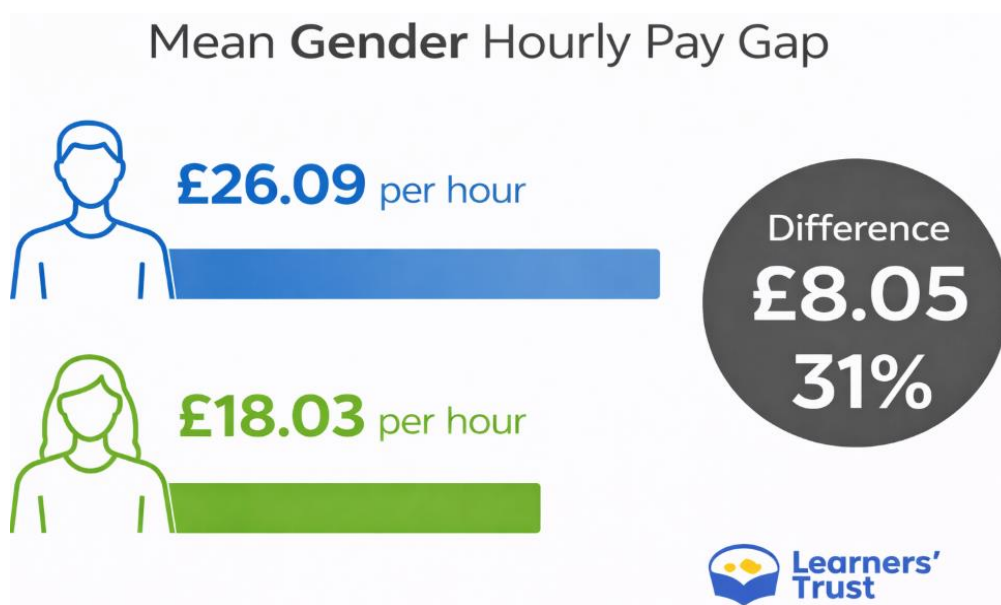


7. Gender pay gap data

Mean Gender Pay Gap (Figure 2) measures the difference in average hourly pay between male and female employees.

It is calculated by comparing the mean hourly pay of males and females, dividing the difference by the mean male hourly pay, and expressing the result as a percentage.

(Figure 2)



Median gender pay gap (Figure 3) compares the midpoint of hourly pay for males and females when all employees are ranked from lowest to highest pay.

The difference between the median hourly pay for males and females is then calculated and expressed as a percentage of the male median figure, as required by regulations.

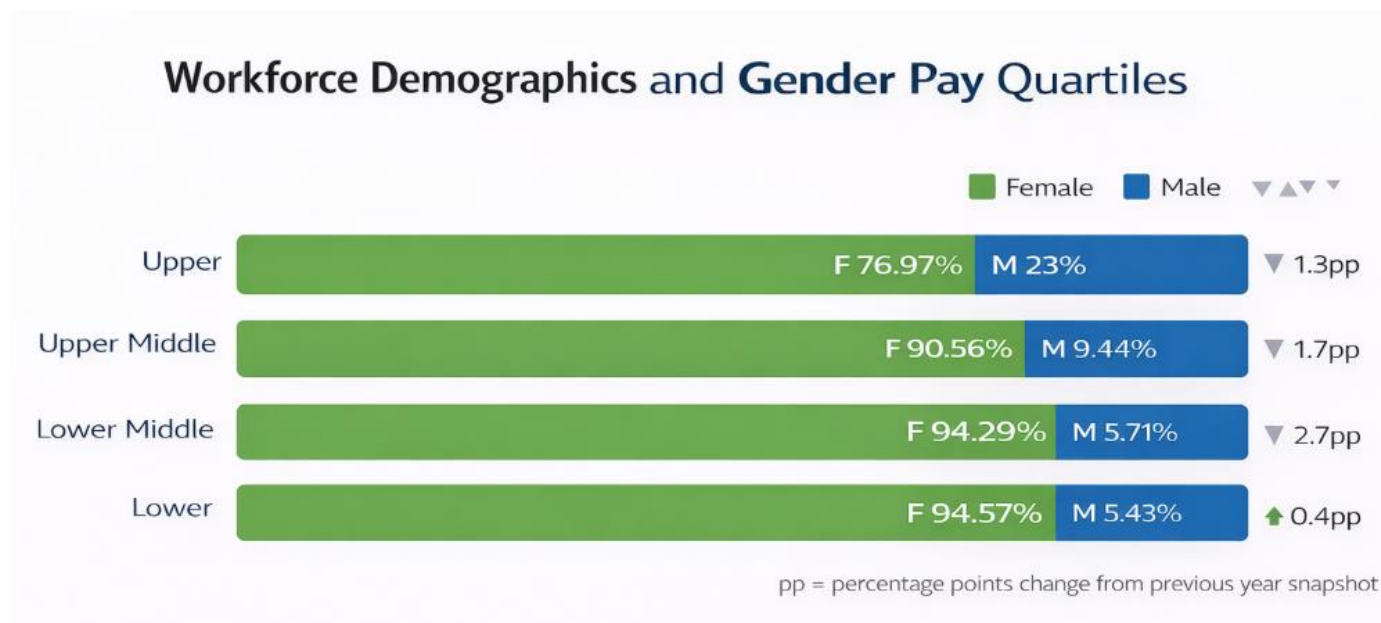
(Figure 3)

Median hourly rates and pay gap percentage



Pay quartiles by gender (Table 1). Employees are divided into four equal groups based on hourly pay. The proportion of males and females in each quartiles highlights how genders are distributed across different pay levels.

(Table 1)



Bonus Pay. The trust does not operate a bonus scheme. Therefore, the mean and median bonus gender pay gaps are 0%, and 0% of both males and female employees received bonus pay.

The statutory gender pay gap data referenced above is publicly available on the UK Government website at:

<https://gender-pay-gap.service.gov.uk/employers/15468/reporting-year-2025>

8. Trends and analysis

The data indicates that the hourly rate of pay for females was 39% lower than of males – this means that they earned 61p for every £1 that males earned when comparing the median hourly rate.

The female mean (average) hourly pay was 31% lower than that of males.

Compared with the snapshot as at 31st March 2024, the median gender pay gap has decreased by 13.8% (from 52.8% in 202), and the mean gender pay has decreased by 6.8% (from 37.8% in 2024).



These improvements indicate progress in reducing the gender pay gap.

The education sector typically employs a higher proportion of female employees across all roles.

At Learners' Trust, male and female employees are paid equally for carrying out the same work, in line with standardised pay scales.

The gender pay gap at Learners' Trust is primarily driven by workforce distribution. Female employees make up a significant majority of the lower and lower middle pay quartiles (94.27% and 94.57% respectively), whilst representation in higher paid roles is more balanced.

This reflects a concentration of female employees in part time and term time roles, such as teaching assistants and other support roles.

9. Gender pay gap reflections

Having considered the Office for Equality and Opportunity and Women and Equalities Unit "How to improve gender equality in the workplace – evidence based actions for employers", the trust has implemented the following measures:-

- using skill-based assessment tasks for leadership recruitment.
- applying standardised criteria during recruitment to ensure responses are comparable and to reduce unconscious bias.
- conducting structured interviews with a consistent set of predetermined questions for all candidates .
- clearly stating salary ranges for all roles and, where applicable, indicating when salaries may be negotiable.
- ensuring transparent, objective, and evidence-based processes for pay awards and promotion.
- maintaining an up-to-date Equality and Diversity Policy
- encouraging participation in training, networking and development programmes.
- anonymising applications during shortlisting by removing gender-identifying information.

To address the identified gender imbalance in higher pay quartiles, Learners' Trust will:-

- increase access to leadership development opportunities for underrepresented groups.
- promote flexible working options within leadership roles to broaden accessibility.
- encourage applications from underrepresented genders in specific roles where imbalance exists.
- aim to increase female representation in the upper pay quartile supported by targeted development and recruitment initiatives.

10. Conclusion

Learners' Trust remains committed to equality, diversity and inclusion. Whilst the gender pay gap reflects broader workforce patterns within the education sector the trust continues to take proactive steps to promote fairness, transparency, and opportunities for all employees.

11. Declaration

I confirm that the gender pay gap data reported is accurate and has been calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Dated: 26th March 2026

.....

.....

Matt Freeston

Chief Executive Officer and Accounting Officer

Gary Mizler

Chief Finance Officer