

Gender Pay Gap

Achieve and Learn Trust had 263 eligible employees (182 females 69% and 81 males 31%) at the time of the calculation, using March 2026 data. The overall gender pay gap is defined as the difference between the mean (average) or median (actual midpoint) hourly rate of pay for male and female employees.

The Trust median gender pay gap currently stands at 58%. A gender pay gap does not indicate that men and women are being paid differently for equal work. The data shows that the pay gap is due to a higher proportion of female employees working in lower grade jobs compared to their male colleagues. These roles are predominantly in the following staff groups: catering, cleaning, learning support assistants and administration roles.

The Trust adopts pay scales for all teachers that are agreed nationally and aligned to the School Teachers Pay and Conditions Document. For non-teaching employees, the Trust adopts pay scales set by the National Joint Council (NJC). Teachers and support staff progress through the pay scales for their grade irrespective of gender. Men and women are paid equally for undertaking equivalent roles across the Trust.

Further analysis shows 55% of our top twenty earners are female and 58% of the top fifty earners are female. The median hourly rate for male employees in 2026 was £45.92 and for female employees £19.24.

SNAPSHOT DATE: MARCH 2026



Proportion of male and female employees according to quarter pay bands

This shows the proportion of males and females in each quartile pay band. To calculate this, employees are ranked according to their hourly rate of pay, then divided into four quartiles.

There are a higher proportion of females in every quartile with fewer males working in lower paid roles.

	QUARTER 1 (LOWER)	QUARTER 2 (LOWER MIDDLE)	QUARTER 3 (UPPER MIDDLE)	QUARTER 4 (UPPER)
Male (% males to all employees in each quarter)	24%	18%	37%	45%
Female (% females to all employees in each quarter)	76%	82%	63%	55%

Difference in mean and median hourly rates of pay

	DIFFERENCE IN THE MEAN HOURLY PAY	DIFFERENCE IN THE MEDIAN HOURLY PAY
Pay gap, % difference male to female	22%	58%

Proportion of male and female employees who were paid bonus pay

Achieve and Learn Trust does not operate a bonus scheme for staff.

PROPORTION RECEIVING A BONUS	
Male employees (% paid a bonus compared to all male employees)	N/A
Female employees (% paid a bonus compared to all female employees)	N/A

Difference in mean and median bonus pay

DIFFERENCE IN THE MEAN BONUS PAY		DIFFERENCE IN THE MEDIAN BONUS PAY
Pay gap. % difference male to female	N/A	N/A

SUPPORTING STATEMENT

I can confirm that the information published here is accurate.

Signature: *K. Carle*

Date: *11.09.2026*

Status/position: *CEO*