

Gender Pay Gap Report

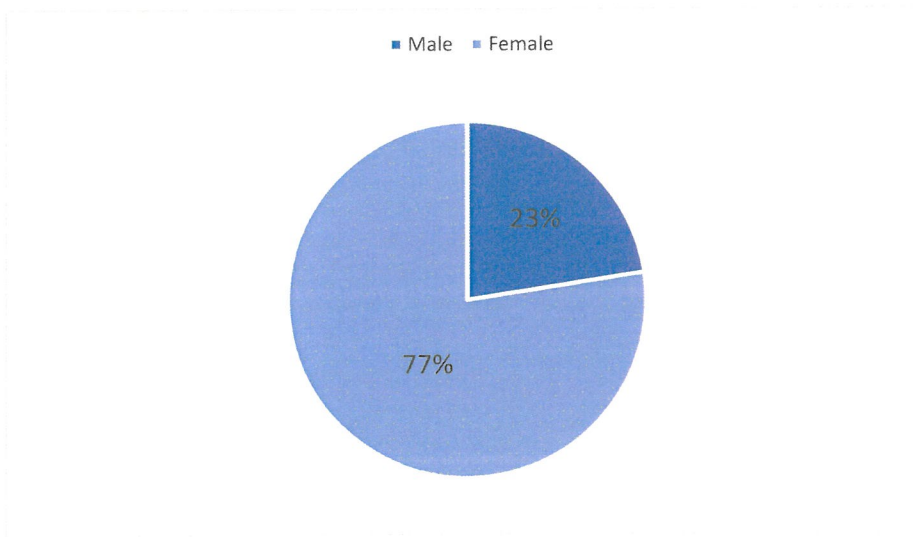
Snapshot Date: 31st March 2025

As an employer we are required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out six calculations that show the difference between the average earnings of men and women across the Trust.

The East Midlands Education Trust is committed to equality for all staff irrespective of gender. Our clear Pay Policy includes nationally negotiated pay scales, with Teaching scales aligned to the School Teachers' Pay and Conditions Document and Associate pay set by the National Joint Council for Local Government Services. Associate pay is also subject to a transparent Job Evaluation process, using the London Job Evaluation Scheme, to ensure that all staff are paid equally for work of equal value. Staff move through the pay scales for their grade based on performance measured through the annual Appraisal process.

This Gender Pay Gap Report is based on the data as at 31st March 2025

- Total Number of Employees: 2437
- Number of Female Employees: 1888
- Number of Male Employees: 550



Mean Gender Pay Gap

March 2025	March 2024	March 2023
22.1%	20.6%	19.8%

Median Gender Pay Gap

March 2025	March 2024	March 2023
14.9%	47.79%	46.1%

Mean Gender Bonus Pay Gap

March 2025	March 2024	March 2023
0%	0%	0%

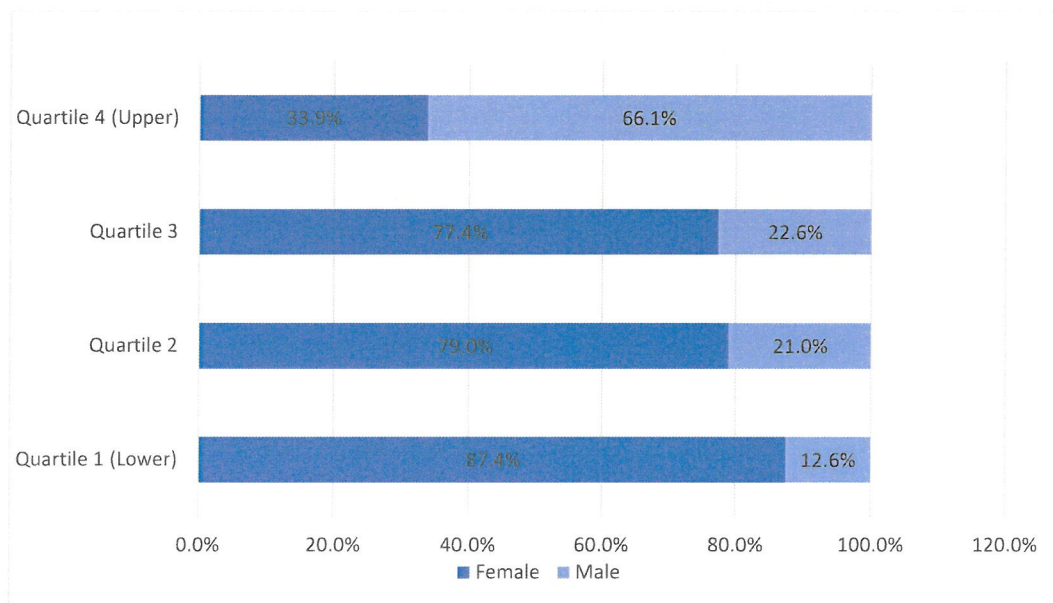
Median Gender Bonus Pay Gap

March 2025	March 2024	March 2023
0%	0%	0%

Proportion of Females and Males receiving bonuses

March 2025	March 2024	March 2023
0%	0%	0%

Proportion of Females and Males in each quartile pay band



Overall, it can be seen that the gender pay gap is a result of a higher number of women in lower graded roles. This is traditionally the case in schools as many of the lower graded posts work during term time only or have working hours which could easily fit around school drop off and pick up times. As a society the norm is still for the female parent to carry out the majority of childcare responsibilities in the home, and these roles tend to favour families with school age children.

However, when dividing employees into associate and teaching staff, the gender pay gap is significantly lower, showing a lower gap when employees are compared within their occupational groups.

Teaching Staff	March 2025	March 2024	March 2023
Mean average gender pay gap	5.8%	3.2%	1.9%
Median average gender pay gap	0%	3.6%	3.5%

Associate Staff	March 2025	March 2024	March 2023
Mean average gender pay gap	4.5%	8.5%	7.0%
Median average gender pay gap	1.7%	1.7%	1.8%

