

GENDER PAY GAP REPORT

March 2025

At EKC Schools Trust, we are committed to fostering a culture that values equality, diversity, inclusion and belonging. We believe that fostering inclusive leadership and a diverse workforce where everyone feels valued is essential to our success in meeting the needs of our communities. As part of this commitment, this report outlines our Gender Pay Gap and the steps we are taking (alongside our Equality Objectives) to further our commitment.

Thank you for taking the time to read this, our third Gender Pay Gap Report. We hope it conveys how much our people mean to us and their critical importance to our collective mission and core purpose.

What is the Gender Pay Gap?

Gender Pay Gap legislation, introduced in 2017, requires all employers with 250 or more employees to publish an annual snapshot showing the difference in average pay between men and women in their workforce.

How is the Gender Pay Gap calculated?

The Gender Pay Gap is a high-level snapshot of pay within an organisation and shows the difference in average pay between men and women in the workforce. Six calculations are required, with data drawn from the salaries paid to staff who are 'in scope' as of the week, including 31 March each year.

The Gender Pay Gap Report presents mean and median data:

- Mean Gender Pay Gap – the arithmetic average of hourly pay for men and women.
- Median Gender Pay Gap – the midpoint hourly pay for men and women when their pay is listed in order. Median is often considered more representative because it is much more aligned to the majority of the staff population and less affected by a small number of very high or low salaries.

The difference between gender pay and equal pay:

- **Gender Pay Gap:** the difference between the *average* pay of all men and all women in an organisation, regardless of the roles they perform [This means that our gender profile (the number of men or women in specific areas) across the organisation will be a significant driver of any gap].
- **Equal Pay:** a legal requirement ensuring that men and women performing the *same or similar roles*, or roles of equal value, are paid equally.

EKC Schools Trust does not have an equal pay issue. Teacher pay is determined by the National School Teachers' Pay and Conditions Document (STPCD), and support staff roles are evaluated consistently through our job family framework to ensure fairness and internal equity.

Our Gender Pay Gap

Our workforce remains strongly female-dominated, with 89% female and 11% male employees, consistent with the national profile of the education sector.

Note: As our Trust grows, our workforce naturally evolves. While we remain a predominantly female organisation, consistent with the national profile of the education workforce, our year-on-year recruitment and the academisation of another primary school this year introduced new colleagues of both genders into the Trust. Primary settings, however, have a staffing profile that is significantly female-skewed, and the large group who joined us through TUPE reflected this national pattern. As a result, although the number of men in the Trust increased this year, the number of women increased by a greater margin, which has naturally influenced the overall Gender Pay Gap calculation for 2025. As a result, the Trust has grown in both scale and diversity, and the 2025 figures reflect a workforce that is not directly comparable with previous years.

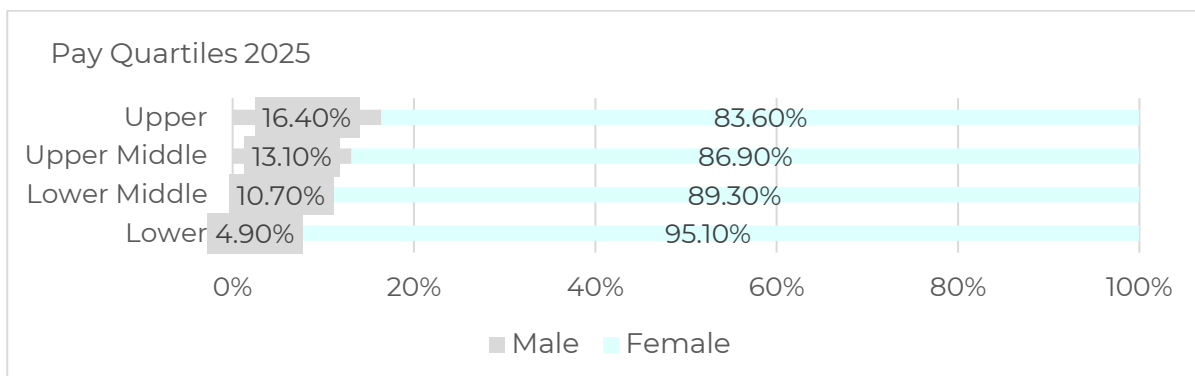
Pay Gap Analysis

| | 2025 | 2024 | 2023 |
|--------|-------|--------|-------|
| Mean | 18% | 12.89% | 20.5% |
| Median | 17.2% | 15.88% | 21.1% |

Sample-size bias continues to influence volatility in year-on-year data, given the relatively small number of male employees (55 men; 432 women).

The overall mean hourly pay difference is £3.93, and the median is £3.09.

Workforce Analysis



Quartile pay bands refer to the proportion of men and women in our lower, lower middle, upper middle and upper pay bands, with each pay band representing a quarter of our workforce. To determine the quartile pay bands, we divide our workforce into quarters based on their full-time equivalent salary. The percentages of men and women in each quartile are then calculated

Comparison on previous year

| | % of women in each pay quartile 2025 | % of women in each pay quartile 2024 | Difference |
|--------------|--------------------------------------|--------------------------------------|------------|
| Upper | 83.6 | 89.58 | -5.98 |
| Upper Middle | 86.9 | 89.69 | -2.79 |
| Lower Middle | 89.3 | 92.78 | -3.48 |
| Lower | 95.10 | 95.88 | -0.78 |

Our workforce remains typical of the sector across all pay quartiles, with strong female representation throughout, particularly in leadership, demonstrating equal access to the upper quartiles and the highest pay levels. Even accounting for the academisation of another primary school, our regular recruitment activity over the last year has increased the number of men in the Trust and broadened gender representation across our organisation. This greater diversity is positive for our schools and supports our commitment to providing a wide range of positive role models for children.

Our Gender Pay Gap in Action

Through our People Strategy and commitment to an inclusive culture, we will continue to:

- Foster inclusive leadership at all levels across the Trust to broaden the diversity of thought and lived experience shaping our culture.
- Encourage a representative staffing profile, including positive male role models in our Primary settings.
- Strengthen workforce planning to support long-term organisational needs.
- Develop our internal talent pipeline, ensuring opportunities to “grow our own” across teaching and support pathways.
- Expand access to development opportunities so colleagues at every level can pursue their professional aspirations.
- Stay aligned with sector-wide innovation, including creative approaches to flexible working.
- Use data and evidence to monitor the impact of our Equality Objectives and future GPG interventions