



The Athelstan Trust

Gender Pay Gap Report 2025

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, The Athelstan Trust is required to report annually on gender pay gaps within the organisation.

From sample data as at 31 March 2025, the results of the statutory calculations for the Trust are as follows:

Mean gender pay gap 20.93% (2024: 24.42%)

The mean hourly rate for male employees is higher than the mean hourly rate for female employees.

Median gender pay gap 31.79% (2024: 36.84%)

The median hourly rate for male employees is higher than the median hourly rate for female employees.

Pay Quartiles by gender

Proportion of male employees and female employees in each quartile pay band.

Quartile	Male	Female
Lower	17.27% (2024: 15.22%)	82.73% (2024: 84.78%)
Lower middle	26.36% (2024: 17.99%)	73.64% (2024: 82.01%)
Upper middle	32.43% (2024: 28.78%)	67.57% (2024: 71.22%)
Upper	42.73% (2024: 41.01%)	57.27% (2024: 58.99%)

These figures have been prepared in accordance with the methodology set out in the legislation.

The bonus gender pay gap indicators are not applicable to the Athelstan Trust.

The Athelstan Trust is committed to providing equal opportunities and equal treatment for all employees regardless of gender. The Trust has clear written policies on pay and progression which do not differentiate between males and females as there is a set pay scale for each role. The Trustees are therefore confident that the reason for the gender pay gap is due to the roles in which men and women work within the Trust and the salaries that these roles attract.

At the time of this data capture, 70% of the Trust workforce were female. It continues to be the case that many of the lower quartile jobs (support staff roles) are carried out by females, this reflecting national trends. The nature of the support staff roles falling into quartiles 1 and 2, such as midday supervisors, catering assistants and teaching assistants, are mainly part time, with more female representation in these roles. Nevertheless, the mean and median gender pay gap fell in 2025, with a growing proportion of males across quartiles 1 and 2.

The Athelstan Trust is committed to ensuring that recruitment and selection is undertaken in a fair and transparent way and that appointments are based on the candidate judged to be the most suitable regardless of gender. All employees working in a post within our existing staffing structures are paid on a pay grade. We use pay scales for all teachers that are based on the School Teachers' Pay and Conditions document. For education support professionals, we use pay scales based on the NJC (National Joint Council for Local Government Services). All employees progress through the grade range for their role, this applies to all main pay range teachers and education support professional without line management or leadership responsibilities. A robust professional performance review



process is in place to assess performance outcomes irrespective of gender. The Trust Board of Directors have reviewed this data and will continue to support initiatives across the Trust to have a positive impact on our gender pay gap figures and ensure that our employees continue to have opportunities to develop and reach their full potential. We will continue to strive to make progress on reducing the gender pay gap further over the forthcoming year.

The Board of Trustees has reviewed the results of the Trust and recognises the need to reduce the gender pay gap as far as possible.