



COLLABORATIVE LEARNING TRUST

Working Together to Secure Success

Gender Pay Gap 2025-2026 Reporting Year

Introduction

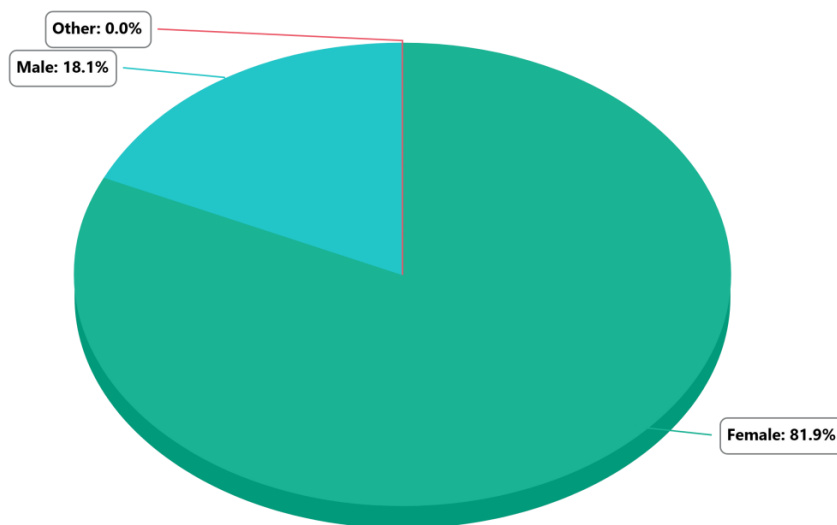
Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, and as an employer with over 250 employees, Collaborative Learning Trust (CLT) is required by law to measure and report on the gender pay gap in the organisation. This involves carrying out calculations that show the difference between the average earnings between both male and females within our Trust without publishing individual employee's data.

Gender pay gap analysis

On the snapshot date of 31st March 2025, Collaborative Learning Trust was a MAT of 1 secondary and 6 primary schools. There were 518 staff employed 424 being female (81.86%) and 94 (18.14%) being male. This shows a slight decrease in the percentage of males employed, when compared to the 2024 – 2025 data, which was 79% females and 21% male at that time.

This data is still representative and comparable to the National level statistics, which showed a split of 75.8% females and 24.2% for males for 24/25. It is worth noting this National Statistic becomes 82% females when examining Primaries alone, which nearer represents the make-up of schools in our Trust than the overall averages do.

Chart showing overall gender split



Under Gender Pay Gap regulations, the six measures are as follows:

- Mean gender pay gap in hourly pay
- Median gender pay gap in hourly pay
- Mean bonus gender pay gap (if relevant)
- Median bonus gender pay gap (if relevant)
- Proportion of males and females receiving a bonus payment (if relevant)
- Proportion of males and females in each pay quartile

At Collaborative Learning Trust bonuses are not paid to employees.

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 average pay across both genders on this snapshot date:

Mean hourly pay

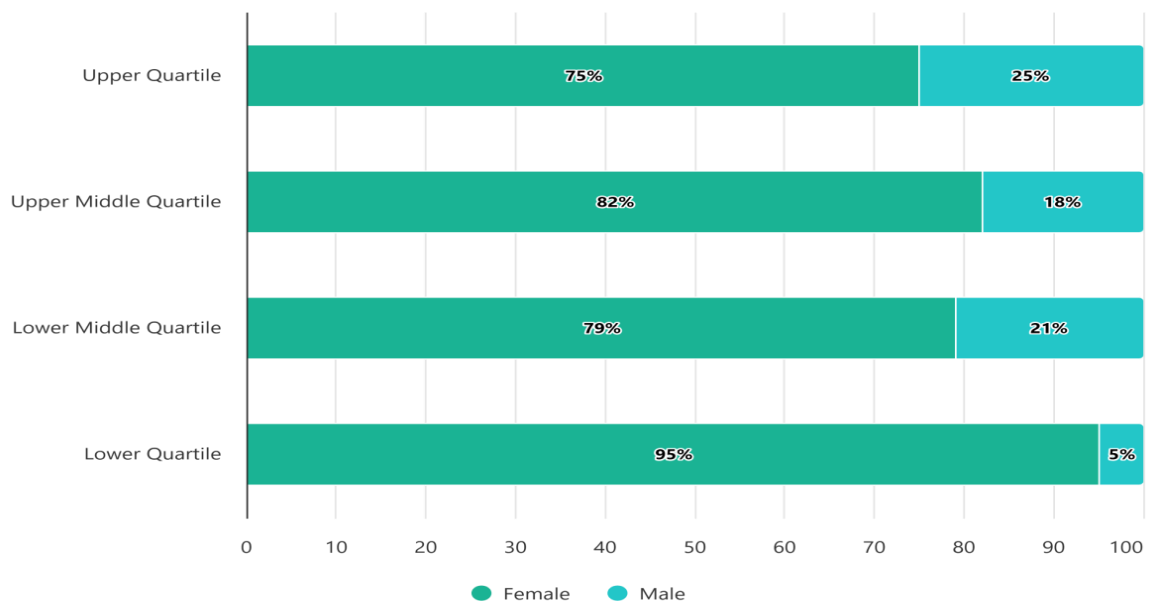
Mean Female Hourly Pay	£21.47
Mean Male Hourly Pay	£25.90
Mean Gender Hourly Pay Gap	17.1%

Median hourly pay

Median Female Hourly Pay	£20.61
Median Male Hourly Pay	£28.09
Median Gender Hourly Pay Gap	26.6%

Pay Quartiles

Proportion of Females and Males by percentage in each quartile pay band



Gender Profiles

It is recognised as an organisation the number of females holding positions within our Trust is significantly higher than the number of males (more than 3 times the amount) and this unequal distribution of genders is what drives the gap in the analysis, not unequal pay.

As a Trust, males and females are paid equally for equivalent roles. Trust pay scales are aligned for both teaching and support roles, working to the Statutory Teachers Pay and Conditions document, National Joint Council and JNC pay grades for Chief Officers.

The upper quartile roles represent a large number of females in Senior Leadership positions in both the schools and Central Services team with a proportionate number of males in line with the number of males employed across the Trust. The lower quartiles are significantly occupied by females working term time and part time contracts. This remains in line with historic social cultures and norms of females occupying the part time, lower graded or flexible roles.

Actions

Without targeted action to support the gender disparity, these longstanding disparities will continue to be entrenched in our workforce.

The Trust have therefore continued to embed our People Strategy in all schools and our vision 'Our schools will attract and retain a high-quality staff because the Trust will be seen as a *'an employer of choice and a great place to work'*.

We have continued to promote and support our Flexible Working Policy, adapting practices to best support and retain our staffing population. Flexible working options are promoted wherever possible to support and retain employees and reduce turnover. Flexible working across all roles has increased significantly over the past year to provide flexibility from day 1 within our workforce.

We review our recruitment documents for every new vacancy to ensure no conscious or unconscious bias related to gender (or any other protected characteristic) exists to provide equal access to all levels of role for all candidates. We also regularly review our onboarding and induction materials to ensure no perceived gender barriers exist there. We have now harmonised our Induction Booklet Trust wide, meaning the same induction and onboarding procedures and processes are followed by every MAT school for consistency of experience.

Work and Families policies are also utilised to promote shared parental responsibilities across genders. Requests for career breaks/sabbaticals are supported if the needs of the organisation can be met and not on a factor such as gender.

Our Trust Professional Growth policy was launched in September 2025, and this has ensured that professional development has become a greater focus with equal, yet bespoke, opportunities for all employees, regardless of their gender or job position. This professional mentoring has helped provide clearer career pathways and development opportunities for all employees, providing them with more choice and ownership to them as individuals. This policy has also helped to provoke conversations that can breakdown or debunk any perceived gender barriers to progression and/or flexible working opportunities. We aim to embed this policy further in 2026.



Gemma Huscroft
HR Director