

Gender Pay Gap Report 2025

Introduction

At Wandle Learning Trust we are committed to the equality, diversity and inclusion of our workforce and to seeking to ensure that all our staff are recruited and paid in a fair and equitable manner. In order to support this aim we currently have in place the following:

- Use of national pay scales;
- Open and transparent recruitment processes;
- Use of structured interview and selection processes;
- The use of skills-based assessments as part of the selection process;
- Our Recruitment Selection and Disclosure policy;
- Supporting the career progression of all staff through our appraisal policy and providing appropriate CPD opportunities
- Our Equal Opportunities and Diversity policy.

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 relevant public authorities who employ 250 staff or more are required to publish certain information in relation to the pay of their male and female employees. This is referred to as the Gender Pay Gap report. The snapshot date for the report is 31st March each year, therefore, the following data is as at 31st March 2025. Consequently, this data does not include staff at Fircroft Primary, Kensington Avenue Primary, Norbury High School for Girls, Grovelands Primary and Hellingly Primary who joined the Trust after 31st March 2025.

Total staff

(2024 figures in brackets)

The total number of staff employed by the Trust at the date of the survey was 358 (312). The total number of men employed by the Trust was 98 (95) and the total number of women was 260 (217). As can be seen this represents a slight decrease in the percentage of men and a corresponding increase in the percentage of women employed.

Gender Pay Gap

(2024 figures in brackets)

The **median** pay of male staff is £26.95 (£23.33) per hour compared to £22.41 (£20.68) per hour for female staff, a difference of £4.54 (£2.65) per hour. This equates to an 16.8% (11.4%) difference.

The **mean** pay of male staff is £29.62 (£27.51) per hour compared to £24.90 (£23.87) per hour for female staff, a difference of £4.72 (£3.68) per hour. This equates to a difference of 15.9% (13.2%).

Bonus Pay

There are 3 different sets of data that we are required to report on under this heading:

- Difference in mean bonus pay of men and women
- Difference in median bonus pay of men and women
- Proportion of men and women who receive bonus pay

No staff within the Trust received any bonus pay in the relevant period, therefore, there is no data to report under these headings.

Quartile Pay Bands

The proportion of men and women in each of the four quartile pay bands are as follows (last year's figures in brackets):

Gender	Headcount	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Female	73%	87% (88%)	72% (65%)	69% (66%)	62% (60%)
Male	27%	13% (12%)	28% (35%)	31% (34%)	38% (40%)
Total	100%	100%	100%	100%	100%

Summary

Whilst the gender balance in the lower quartile has remained more or less the same, there has been a noticeable increase in female employees in the lower middle quartile. This appears to be the cause of the increase in the overall median and mean differentials highlighted above.

There are no known specific factors for why this has been the case. Jobs in this quartile are lower paid support staff roles, such as Midday Supervisors and Teaching Assistants, which predominantly attract female applicants. Having a high proportion of female employees in this quartile also has a knock-on effect on the overall median and mean gender pay differentials, as well as the differentials in other quartiles.

However, there has been a small increase in female employees in the upper middle and upper quartiles, which is positive to note, although still not representative of the overall percentage of female employees, particularly in the upper quartile.

Although the Trust's median and mean average gender pay gaps have increased slightly, they remain relatively low. As highlighted above, the higher proportion of female applicants attracted to jobs in the lower quartile also impact on the overall gender pay gap. The Trust will continue to monitor and report on the gender pay gap and to identify any further strategies to ensure that it is minimised.