



Gender Pay Gap Statement & Action Plan

Data Capture Date; 31st March 2025

Statement

The Trust is committed to equality, diversity and inclusion and to ensuring that all staff are paid fairly and transparently. We do not pay men and women differently for doing the same or equivalent roles. Any gender pay gap within the Trust is not the result of unequal pay practices but reflects the overall structure of our workforce.

The Trust has strong female representation at senior and executive leadership level. The Chief Executive Officer, Deputy Chief Executive Officer and Director of Finance are all female, as are the Headteachers of The Laurels Primary School, Oak Tree Primary School and Ringmer Primary School. In addition, a number of other senior and middle leadership roles across the Trust are held by women. This demonstrates that progression to leadership roles within the Trust is open to all and not restricted by gender.

The gender pay gap identified in this report is primarily driven by workforce composition and role distribution across the organisation. The Trust employs a high proportion of female staff overall, particularly within teaching and support roles that fall within the lower and middle pay quartiles. Male employees are proportionately more represented in a smaller number of higher-paid specialist, technical or operational roles, which influences the overall average and median pay calculations.

The Trust also recognises that bonus payments are limited in scope and amount. Differences in bonus participation and value reflect the distribution of these roles rather than gender-based decision-making.

The Trust keeps its pay structures, recruitment practices and progression opportunities

under regular review to ensure fairness, transparency and consistency. We remain committed to reducing our gender pay gap over time by addressing structural factors, supporting career progression and ensuring equitable access to development opportunities for all staff.

Action Plan to Reduce the Gender Pay Gap

Monitoring and transparency

Annually review gender pay gap data alongside workforce composition to understand trends over time. Report findings to the Trust Board and senior leadership team to ensure appropriate oversight and accountability.

Recruitment and workforce balance

Continue to promote fair, inclusive and unbiased recruitment practices across all roles. Review job advertisements to ensure they encourage applications from under-represented groups where appropriate. Monitor gender balance in appointments, particularly to higher-paid specialist and operational roles.

Career progression and development

Ensure equal access to leadership development, training and professional learning opportunities. Encourage and support staff from under-represented groups to apply for promotion and leadership roles. Maintain transparent criteria for progression and role evaluation.

Pay and role evaluation

Keep pay structures under review to ensure roles are appropriately evaluated and rewarded based on responsibility, skills and impact. Ensure that any changes to pay frameworks are applied consistently and fairly.