Gender Pay Gap Report March 2025

Details of the Report

1.1. Introduction

This report sets out the gender pay gap figures for the Trust for the snapshot date of **31st March 2025**. Information from the previous report (data snapshot 31st March 2024) will be presented throughout the report to allow for comparisons.

1.2. Organisational Context

University Schools Trust (UST) is a multi-academy Trust comprising of four schools located in the boroughs of Tower Hamlets and Greenwich. Our schools deliver primary and secondary education (from age 3 to 18) with a total of 470 relevant employees.

In the context of this gender pay gap report, from the 470 relevant employees, there are 431 employees who are considered 'full pay relevant' (which refers to employees who are receiving their normal pay during the snapshot period) and who are included in the gender pay gap calculations.

Employees on reduced pay at the snapshot date (such as those on maternity leave, paternity leave, or sick leave) are not considered to be on full pay and are excluded from the gender pay gap calculations.

In a gender pay gap analysis, the earnings typically included for the education sector are basic salary, bonuses, allowances, and benefits.

- Basic salary refers to the fixed amount paid to an employee before any additional compensation.
- Bonuses are extra payments based on performance or company profits.
- Allowances cover specific needs such as housing, transportation, or meals.
- Benefits include non-cash compensation like health insurance, retirement contributions, and stock options.

By combining these components, a comprehensive view of total remuneration is obtained, which helps in accurately assessing the gender pay gap.

On 31st March 2025, the Trust was operating with a school leadership model of two female Executive Headteacher, two female Headteachers and one female Head of School.

As with the 2024 snapshot, for the current snapshot period, the Trust has refined its reporting methodology, particularly in relation to the inclusion of full-pay relevant employees and allowances. The use of different third-party providers in the previous reporting periods had presented challenges regarding ensuring consistency of data accuracy and processing across the different periods. This has again been resolved for this snapshot period.

As a Trust we are confident that the gender pay gap identified is not an issue which arises out of unequal treatment based on gender. The UST approach to pay is gender neutral, with pay decisions based on the School Teachers Pay and Conditions Document (STPCD) and the National Joint Council (NJC) for Local Government Services (i.e. Support Staff). We do not make bonus payments to staff.

1.3. Background

Relevant Employees (headcount) for the current reporting period, the Trust reported:

	Total	**Females**	**Males**
March 2024	472	331 (70%)	141 (30%)
March 2025	470	325 (69%)	145 (31%)

The median gender pay gap is seen as the key reporting figure as it is held to provide a better representation of the average pay of staff, but the mean is also strongly reported.

1.4. UST Gender Pay Gap Analysis for the date of 31st March 2025

The information on the tables below is based on Full Pay Relevant employees only.

Table 1 – Benchmark comparisons

	Median		**Mean**	
	2024	**2025**	**2024**	**2025**
All Employees	13.1%	12.8%	13.8%	13.4%
Public Sector	13.5%	13.5%	12.9%	12.3%
Education	17.2%	17.0%	12.5%	12.1%
UST	19.3%	15.4%	10.7%	9.8%

Table 2 – Headline Data

	2024	2025
Mean gender pay gap	10.7%	9.8%
Median gender pay gap	19.3%	15.4%
Mean gender bonus pay gap	0%	0%
Median gender bonus pay gap	0%	0%
Percentage of male employees receiving a bonus	0%	0%
Percentage of female employees receiving a bonus	0%	0%

Table 3 – Quartile Data

Band	Description	Males				Females			
		%		Headcount		%		Headcount	
		2024	2025	2024	2025	2024	2025	2024	2025
Total		**30**	**33**	**132**	**141**	**70**	**67**	**280**	**290**
A	Percentage of male and female staff in the lower pay quartile band	22.1 (2.3)	40.7 (18.6)	23 (1)	44 (21)	77.9 (-2.3)	59.3 (-18.6)	81 (-8)	64 (-17)
B	Percentage of male and female staff in the middle lower pay quartile band	28.6 (-0.6)	36.4 (7.8)	28 (-5)	39 (11)	71.4 (0.6)	63.6 (-7.8)	70 (-10)	68 (-2)
C	Percentage of male and female staff in the middle upper pay	37.7 (-0.1)	32.1 (-5.6)	40 (-2)	35 (-5)	62.3 (0.1)	67.9 (5.6)	66 (-3)	74 (8)

	quartile band								
D	Percentage of male and female staff in the upper pay quartile band	39.4 (-0.1)	21.5 (-17.9)	41 (-2)	23 (-18)	60.6 (0.1)	78.5 (17.9)	63 (-3)	84 (21)

Figures in brackets represent the change in either percentage points or headcount.

1.4.1 Mean and Median Gender Pay Gap

Tables 1 and 2 from the document provide a comprehensive overview of gender pay gap metrics for the years 2024 and 2025.

Table 1 highlights benchmark comparisons across different sectors, showing a general trend of decreasing gender pay gaps. For all full-pay relevant employees, the median gender pay gap decreased from 13.1% in 2024 to 12.8% in 2025, while the mean gender pay gap decreased from 13.8% to 13.4%.

In the public sector, the median gap remained steady at 13.5%, but the mean gap decreased from 12.9% to 12.3%. The education sector saw steady reductions, with the median gap dropping from 17.2% to 17% and the mean gap from 12.6% to 12.1%. UST experienced a decrease in the median gap from 19.3% to 15.4%, with a mean gap decrease from 10.7% to 9.8%.

Table 2 presents headline data, indicating that the mean gender pay gap decreased from 10.7% in 2024 to 9.8% in 2025, and the median gender pay gap decreased from 19.3% to 15.4%.

1.4.2 Bonus Pay Gap

The Trust does not make bonus payments to staff. This is represented by the 0% results seen in Table 2 regarding bonus gaps and those receiving bonuses for all reporting years.

1.4.3 Gender Pay Quartiles

The quartile data is divided into four bands (A, B, C and D), representing different pay levels within the organisation. Each pay quartile band represents 25% of the Trust's directly employed and relevant workforce (rounded). The table sets out the percentage and headcount of male and female employees in each pay quartile for 2024 and 2025, with year-on-year percentage point changes shown in brackets.

Overall, the workforce profile shows a slight increase in male representation from 30% (132 staff) in 2024 to 33% (141 staff) in 2025. Female representation reduced marginally from 70% (280 staff) to 67% (290 staff), although female employees continue to form the majority of the workforce.

Key observations are as follows:

Lower Pay Quartile (Band A)

Male representation increased significantly from 22.1% (23 staff) in 2024 to 40.7% (44 staff) in 2025 (+18.6 percentage points). Female representation decreased from 77.9% (81 staff) to 59.3% (64 staff) (-18.6 percentage points). This indicates a marked shift towards greater male representation within the lowest pay quartile.

Middle Lower Pay Quartile (Band B)

Male representation increased from 28.6% (28 staff) to 36.4% (39 staff) (+7.8 percentage points). Female representation decreased from 71.4% (70 staff) to 63.6% (68 staff) (-7.8 percentage points). This reflects a moderate shift towards greater male representation in this quartile.

Middle Upper Pay Quartile (Band C)

Male representation decreased from 37.7% (40 staff) to 32.1% (35 staff) (-5.6 percentage points). Female representation increased from 62.3% (66 staff) to 67.9% (74 staff) (+5.6 percentage points). Female employees remain approximately twice as represented as males in this quartile.

Upper Pay Quartile (Band D)

Male representation decreased substantially from 39.4% (41 staff) to 21.5% (23 staff) (-17.9 percentage points). Female representation increased from 60.6% (63 staff) to 78.5% (84 staff) (+17.9 percentage points). Female employees now represent nearly four times the proportion of males in the highest pay quartile, indicating a significant shift in gender distribution at senior pay levels.

Between 2024 and 2025, there has been a clear redistribution of male and female employees across the pay quartiles. Male representation has increased notably in the lower and middle lower quartiles, while female representation has strengthened significantly in the middle upper and, most notably, the upper pay quartile.

While the overall workforce remains predominantly female, the most significant structural change during the reporting period is the substantial increase in female representation within the upper pay quartile, alongside increased male representation within the lower pay quartile.

1.4.4 Summary

The data provides a detailed analysis of the gender pay gap for the years 2024 and 2025 across various sectors. Earnings included in the analysis comprise basic salary, allowances, and benefits; no bonuses were awarded in either year.

Benchmark Comparisons (Table 1) show a general trend of decreasing gender pay gaps across most sectors:

- For all employees nationally, the median gender pay gap decreased slightly from 13.1% in 2024 to 12.8% in 2025, with the mean gap also reducing from 13.8% to 13.4%.
- The public sector median gap remained stable at 13.5%, while the mean gap decreased slightly from 12.9% to 12.3%.
- The education sector showed modest reductions in both median (17.2% to 17.0%) and mean (12.5% to 12.1%) gaps.
- Within UST, both median and mean gender pay gaps improved significantly. The median reduced from 19.3% to 15.4%, while the mean reduced from 10.7% to 9.8%, reflecting measurable progress within the Trust, despite the median remaining above sector averages.

Headline Data (Table 2) highlights that:

- The mean gender pay gap reduced from 10.7% to 9.8%.
- The median gap reduced notably from 19.3% to 15.4%, indicating improvement at the midpoint of the pay distribution.
- No bonuses were paid in either year; therefore, the mean and median bonus pay gaps remain 0%.

Quartile Distribution (Table 3) shows changes in gender representation across pay levels:

- Male representation increased in the lower (Band A) and middle lower (Band B) quartiles.
- Female representation strengthened in the middle upper (Band C) and upper (Band D) quartiles, with the most significant increase in the upper pay quartile.

These quartile shifts demonstrate that female employees are increasingly represented at higher pay levels, which is a key driver of the reduction in both median and mean pay gaps.

Overall, the data indicates measurable progress in reducing the gender pay gap within the Trust. While the median gap remains above national averages, improvements in female representation in senior pay quartiles and reductions in the mean gap reflect positive movement toward greater pay equity. Ongoing monitoring and targeted workforce strategies will be essential to sustain and build on this progress.

1.5 What may impact on the Gender Pay Gap data, for the 2024 reporting period?

As with many schools and multi-academy trusts, the Trust employs a higher proportion of females in lower-paid support staff roles, including cleaning, teaching assistants, and administrative or clerical positions. These roles are often part-time or term-time only, which can reduce total annual pay compared with full-time roles.

This workforce composition has a structural impact on the gender pay gap, as the measure reflects average earnings across the organisation rather than pay for equivalent roles. The distribution of employees across different job types and working patterns therefore plays a key role in the reported median and mean pay gap figures.

1.6 Actions taken by the Trust during 2025 to help contribute towards the reduction of the Gender Pay Gap

During 2025, the Trust has continued to take active steps to reduce the gender pay gap and promote fair, equitable pay and progression. Key actions include reviewing pay policies and support staff job evaluations, ensuring appraisal and performance management processes are consistent and transparent, and strengthening recruitment and onboarding procedures to reduce the risk of bias. Family-friendly and flexible working policies, including maternity, paternity, adoption, and shared parental leave, have also been reviewed to support retention and progression. These measures contribute to equitable pay structures, increased female representation in senior roles, and the ongoing reduction of the Trust’s gender pay gap.

1.7 Considerations to further improve the Gender Pay Gap data

To further reduce the gender pay gap, the Trust will continue to focus on transparent pay structures, regular pay audits, and fair, objective pay and progression decisions. Actions will include supporting career development and leadership opportunities for all staff, promoting flexible and family-friendly working, addressing occupational segregation, and providing unconscious bias awareness training. Progress will be monitored through measurable targets and regular reporting to leadership, ensuring accountability and continued workforce equity.