Gender Pay Gap Report 2025

Sussex Learning Trust as an employer is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation. We are required to publish the results on our own website and a government website. We will do this within one calendar year of 31 March 2025.

We can use these results to assess:

- The levels of gender equality in our workplace
- The balance of male and female employees at different levels
- How effectively talent is being maximised and rewarded.

The results for the statutory calculations are:

1. The Mean Gender Pay Gap – The difference between the mean hourly rate of pay that male and female full-pay relevant employees receive: **25.55%.**

This shows that, overall, female employees receive lower pay than male employees.

2. The Median Gender Pay Gap – The difference between the median hourly rate of pay that male and female full-pay relevant employees receive: **41.21%.**

This shows that, typically, female employees receive lower pay than male employees.

3. The Mean Bonus Gender Pay Gap – The difference between the mean bonus pay that male and female relevant employees receive: **0%**.

No members of staff received a bonus in the period under review.

4. The Median Bonus Gender Pay Gap – The difference between the median bonus pay that male and female relevant employees receive: **0%.**

No members of staff received a bonus in the period under review.

5. The proportion of males and females receiving a bonus payment – The proportion of male relevant employees who were paid any amount of bonus pay, and the proportion of female relevant employees who were paid any amount of bonus pay.

Proportion of male staff receiving a bonus: **0%**

Proportion of female staff receiving a bonus: **0%**

6. The proportion of males and females in each quartile pay band:

- **Lower Pay Band Quartile**

Male Employees: 9.41% Female Employees: 90.59%

- **Lower Middle Pay Band Quartile**

Male Employees: 8.24% Female Employees: 91.76%

- **Upper Middle Pay Band Quartile**

Male Employees: 18.24% Female Employees: 81.76%

- **Upper Pay Band Quartile**

Male Employees: 31.55% Female Employees: 68.45%

Supporting Statement and Narrative

Sussex Learning Trust operates as an equal opportunities employer, and does not discriminate in any way (as defined by the Equalities Act 2010 and other relevant legislation), regarding recruitment, performance management and employee career development opportunities.

All employees are given equal treatment, regardless of gender, in the terms and conditions of their employment contract if they are employed to do:

- 'like work' - work that is the same or broadly similar
- work found to be of equal value in terms of effort, skill or decision making.

We believe that men and women are paid equally for doing equivalent jobs across the Trust. We have a trust pay scale which is reviewed in line with the national pay recommendations set out in the School Teachers Pay & Conditions Document and the NJC scale to ensure that our staff pay awards are competitive.

However, it is clear from our data that we employ more men in higher paid roles (leadership or teaching, and predominantly full time), and substantially fewer men in lower paid roles (teaching assistants, student welfare support, catering, lunchtime supervisors & cleaning, many of which are part time). These part time roles are often held by primary carers seeking to balance employment opportunities and caring responsibilities and it is still the case, within society as a whole, those primary carers are more likely to be women.

Sussex Learning Trust is committed to developing talent within the trust which is evidenced by the number of female staff who join the trust in an entry level role and go on to be promoted to more senior higher earning roles (case studies available). In addition, Trust policies pertaining equality and equity have been reviewed to ensure appropriate weight is given to narrowing the gender pay gap.

Jonathan Morris

Chief Executive Officer – Sussex Learning Trust