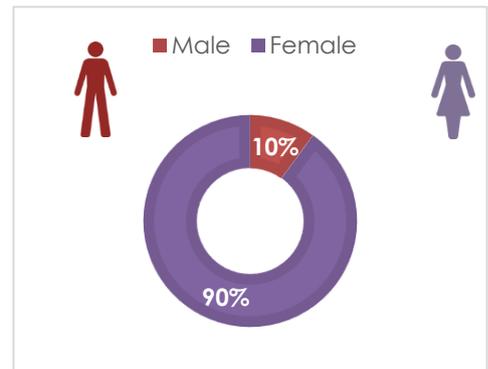


Gender pay gap (March 2026)

Gender pay gap reporting is a legal requirement for all large organisations. This is the seventh year that The Compass Partnership of Schools has been required to report. The results can be used to assess the levels of gender equality in our organisation. The gender pay gap shows the difference in the average hourly rates of pay for men and women across the organisation. All the data in this newsletter relates to March 2025. The data excludes John Ray Infant School.

Employment mix

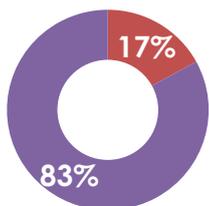
As in previous years, in common with most schools and education providers, we employ a much higher number of women than men (90% of Trust employees are female, 10% are male). There has been no change to this mix compared to last year (2024).



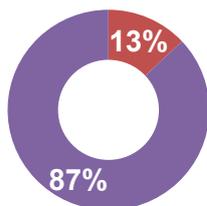
Quartile split

As part of the requirements of gender pay gap reporting we have ranked employees in order, from the lowest to the highest earners, and then divided them equally into four quartiles; lower, lower middle, upper middle and upper pay quartiles.

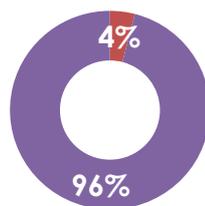
Upper quartile



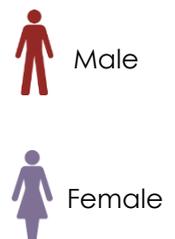
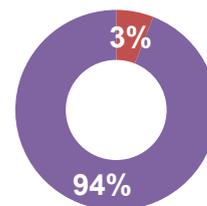
Upper mid quartile



Lower mid quartile



Lower quartile



The proportion of females in the Upper mid quartile has increased and decreased in lower quartile since last year. The proportion of males in the lower quartile has increased by 3% points and the proportion in the lower middle lower quartile has decreased.

Our gender pay gap

In March 2025, the median difference between the hourly rates of pay of men and women in the Trust has decreased from 34% to 30%, and the mean difference has decreased from 25% to 18%. The median average is useful because it indicates the typical situation in organisations where pay rates cover a wide range. The higher proportion of women in lower-paid support roles and higher proportion of men in teaching and leadership roles is the main reason for the Trust's gender pay gap.

30%
Median

18%
Mean

Bonus pay

Organisations must also report on bonus pay, however, the Trust does not pay bonuses to either men or women.

Analysis of our data

We employ more women in lower pay bands and more men in teaching and leadership roles, which drives the overall pay gap. Further analysis shows small pay differences within most role groups; the overall gap is driven by how staff are distributed across different roles.

What we are doing to close the gender pay gap

The Trust continues to be committed to the promotion of equality of opportunity and choice for employees and supports the fair and inclusive treatment of all staff. We continue to apply the national pay scales for teaching staff, and national job evaluation schemes for our support staff, to ensure that male and female staff are paid equitably for the roles they carry out in the organisation.

We are focusing on improving progression pathways and access to higher-paid roles across all staff groups. We have also further developed our Flexible Working Policy to support access to opportunities across the workforce and given teachers the opportunity to apply to undertake their PPA at home.

If you have any questions or ideas about how we can reduce our gender pay gap please contact your Head Teacher or Helen Cunningham, Director of Human Resources on hcunningham@compassps.uk