Gender Pay Gap Report 2025

Effingham Schools Trust is committed to embedding a culture which upholds the principles of equality, diversity and inclusion. We ensure that we have pay bands or pay rates which are effectively benchmarked against similar job roles in the UK market. All staff will progress through the bands in the same way regardless of any protected characteristic including gender.

This report contains data relating to St Teresa's, Cranmore and Manor House School. There are 367 (full-pay relevant) employees of the Trust across both school sites. This is made up of 254 female and 113 male employees. We have not included any agency workers or externally employed contractors within our report.

Our report contains data relating to the gap in pay between men and women on both a median basis (pay per hour based on the person 'in the middle' of the distribution of pay) and the mean (average hourly salary). We have also disclosed the distribution of gender pay by pay quartile to display the proportion of men and women in each group.

Mean Gender Pay Gap

The data demonstrates that male employees are paid 3% more than female (based on the average hourly salary), a decrease of 2.71% on last years figure.

Median Gender Pay Gap

The data shows that male employees are paid 11.20% less than female employees, an increase of 9.94% on last year.

Pay Quartiles

	Male %	Female %
Upper Quartile	31	69
Upper Middle Quartile	23	77
Lower Middle Quartile	47	53
Lower Quartile	23	77

Conclusion

The report for this year continues to reflect the higher number of female employees across the Trust and the impact this has on pay. The data within the pay quartiles demonstrates that we still maintain a greater proportion of female employees within senior roles. There continues to be a higher proportion of female staff in the lower two quartiles due to a higher number of women applying for part-time, term-time only roles.

Overall, the data remains encouraging although balance of senior roles and mean gender pay gap will continued to be monitored.

Confirmation

I confirm that this report and data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and that the information in this statement is accurate.

Claire Minikin
Director of Finance