



Unity Education Trust Gender Pay Gap Report 2024-25

Overview

As part of Government Legislation, Unity Education Trust is required to report specific data in relation to its Gender Pay Gap.

This gender pay gap information must be published within a year following the snapshot date and for each year after that employers have a headcount of 250 or more on their snapshot date.

Data

As per the statutory requirements, the data presented below is a snapshot of payroll information on 31 March **2024**.

Total number of employees 743 – 602 females and 141 males

2023 – total number of employees – 756 – 620 females and 136 males

Percentage of men and women in each hourly pay quarter

	Upper hourly pay quarter		Upper middle hourly pay quarter		Lower middle hourly pay quarter		Lower hourly pay quarter	
	March 2023	March 2024	March 2023	March 2024	March 2023	March 2024	March 2023	March 2024
Men	26.98%	31.1%	21.16%	19.2%	13.76%	12.6%	10.05%	11.7%
Women	73.02%	68.9%	78.84%	80.8%	86.24%	87.4%	89.95%	88.3%

Mean and median gender pay gap using hourly pay

	March 2023	March 2024
Mean gender pay gap using hourly pay	21.4%	21.7%
Median gender pay gap using hourly pay	25.9%	31.6%

No bonuses were paid during the period.



Supporting Narrative

The gender pay gap is the percentage difference between the average hourly earnings of all women and all men in the Trust's workforce, using the mean average and median average to calculate this.

The gender pay gap is not the same as equal pay. It is a legal requirement to pay women and men equally for the same role.

The reporting shows that males are more highly proportionalised in the upper middle and upper quartiles of the pay analysis, but it must be recognised that Unity Education Trust employs significantly more female than male staff, which is typical of the education sector, noting that the reason for the pay differentials is entirely due to the difference in occupation.

Unity Education Trust promotes that fair treatment of all staff irrespective of gender through our transparent recruitment process, pay and professional development. At Unity Education Trust everyone is paid for the role they perform. Salaries are paid in accordance with the School Teacher's Pay and Conditions and the National Conditions of Service for Local Government Staff. Staff progress through their grade based on performance in role thus ensuring that earnings are based on performance outcome, irrespective of gender.

Unity Education Trust is an equal opportunities employer and is committed to ensuring that all staff receive equal pay for equal work, regardless of gender. Unity Education Trust recognises that it has a statutory duty under the Equality Act 2010 to pay 'due regard' to the following when exercising public functions: to eliminate discrimination, harassment and victimisation and other prohibited conduct, to advance equality of opportunity, to foster good community relations and in regard to gender Unity Education Trust will ensure that no employee or job applicant receives less favourable treatment on grounds of ethnic origin, colour, disability, creed, marital status, nationality, race, religion, culture, gender, gender recognition or sexual orientation; will have regard to equal terms for men and women in employment in accordance with the legislation, Unity Education Trust will not treat anyone less favourably than any other, on the grounds of any protected characteristic including gender, except when such treatment is within the law, and determined by lawful requirement.



For 2024/25 Unity Education Trust took the following actions:

- Developed a People Strategy
- Maintained regular attendance at Joint Consultative Committee (JCC) with Trades Unions representatives to discuss and resolve matters and to keep abreast of developing National developments.
- Kept pay ranges for leaders, teachers and other staff under review and implemented pay adjustments.
- Supported all staff to take advantage of training opportunities, CPD and apprenticeship programmes to develop their careers.

The Trust has the following priorities for 2025/26:

- To continue to identify appropriate training courses to support staff in their roles and aspirations; ensuring that these courses are a blend of both vocational and academic.
- To continue to offer apprenticeships in line with Governments changing requirements and especially for those without a degree to move forward into a teaching career.
- To continue to support parental choice in terms of parental leave.
- To continue our work and further develop our People Strategy sharing best practice with others
- To review and refine UET PSED statement in line with Equality and Diversity practices across UET.
- To implement enhancements to our recruitment processes to preclude unconscious bias.
- To highlight and build awareness of Modern Slavery and our responsibilities as an employer.

We are committed to equality, diversity and inclusion and to closing the gender pay gap.

We will continue to positively recruit to all positions and ensure that our recruitment processes, pay and professional development policies are fair and transparent.

I can confirm that the information collated in the report has been drawn from our payroll providers and is an accurate reflection of the position relating to gender pay in our academies.

Joanne Thompson – Chief Financial Officer



Signed on behalf of the Trustees of Unity Education Trust

A handwritten signature in black ink, appearing to read "Glyn Hambling", is positioned in the center of the page.

Glyn Hambling – Chief Executive Officer

Dated 10.3.25