



LAURUS
TRUST

Gender Pay Gap Report

2025

Introduction

This annual report provides information on the Gender Pay Gap at The Laurus Trust for the snapshot date of 31 March 2025.

Under the Equality Act 2010 and as an employer with over 250 employees, the Laurus Trust is required to publish information relating to pay, as detailed in this report.

As of the 31 March 2025, the Laurus Trust employed a total of 1,514 staff.

What is the gender pay gap?

Whilst equal pay concerns the pay difference between individuals or groups performing the same or similar work, gender pay gap is concerned **with difference in the average earnings of men and women**, regardless of their role or seniority and irrespective of whether they are full-time or part-time. It is therefore a broader measure capturing not simply any equal pay issues within an organisation but also any pay inequalities resulting from differences in the sorts of jobs performed by men and women and the gender composition of the workforce by seniority.

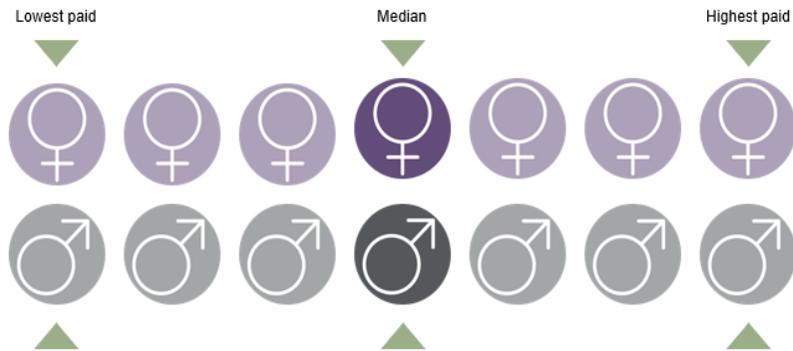
The following information is included:

- Mean gender pay gap in hourly pay;
- Median gender pay gap in hours pay;
- Quartile pay bands.

The intention of the pay gap reporting is to focus the Trust's attention on taking action to reduce those inequalities.

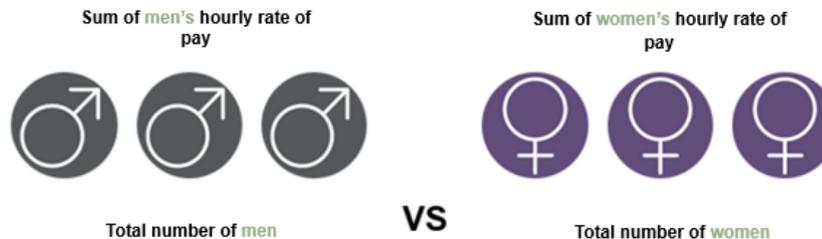
Distinguishing between median and mean

Median calculation



The median is the figure that falls in the middle of a range when the wages of all relevant employees are lined up from smallest to largest. The median gap is calculated based on the difference between the employee in the middle of the range of men's wages and the middle employee in the range of women's wages.

Mean calculation



The mean is calculated by adding up the wages of all relevant employees and dividing the figure by the number of employees.

The mean gender pay gap is calculated based on the difference between mean men's pay and mean women's pay.

How we define “women” and “men”

The data within this report has been calculated by using the terms “women” and “men” to represent our employee’s legal gender.

What is a relevant employee for the Laurus Trust?

Relevant employees are all people employed by the Laurus Trust on the 31st March each year, who:

- Have a contract of employment with the Laurus Trust (including those employees working part-time, job-sharing and employees on leave), or
- Are self-employed, where they must perform the work themselves for the Laurus Trust.

Relevant employees are counted on an individual basis not as a full-time equivalent meaning part-time employees, including job-sharers, employed by the organisation on the snapshot date are all counted. (GOV.UK, 2025)

What is a full-pay relevant employee for the Laurus Trust?

Full-pay relevant employees are all people employed by the Laurus Trust on the 31st March each year who are either:

- paid their usual full basic pay – including paid leave – or paid for piecework during the pay period in which your snapshot date falls, or
- paid less than their usual basic pay or piecework rate, but not because of leave (for example, because they have irregular working hours).

When to exclude full-pay relevant employees:

We have not included anyone as a full-pay relevant employee if they were not paid their usual full basic pay or piecework rate because they were on leave. This includes employees on:

- annual leave;
- maternity, paternity, adoption, parental or shared parental leave;
- sick leave;
- special leave;
- any other forms of leave (for example, study leave or sabbaticals).

(GOV.UK, 2025)

Pay Gap versus Equal Pay

The gender pay gap is not the same as unequal pay. Unequal pay is giving women less than men for the same work. This has been unlawful since the Equal Pay Act was introduced in 1970. This report explores the reasons why the Laurus Trust continues to have a gender pay gap and identifies how we intend to close the gap.

The Laurus Trust Pay Structure

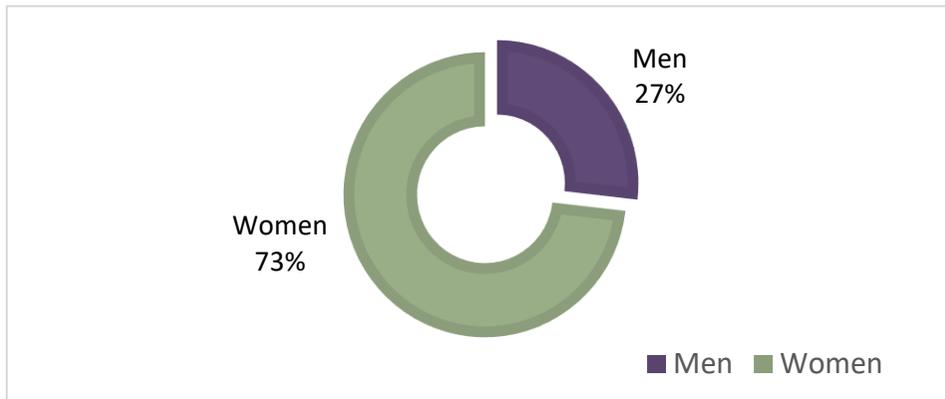
Teachers and support staff are paid in accordance with the structured pay system as set out in the Trust’s Pay Policy which includes the requirement for all new support staff posts to be evaluated under a consistent job evaluation scheme (Greater London Provincial Council Job Evaluation Scheme) to ensure a fair structure and eliminate any gender bias.

Our Results

Throughout the Laurus Trust there are many different roles and a variety of pay rates.

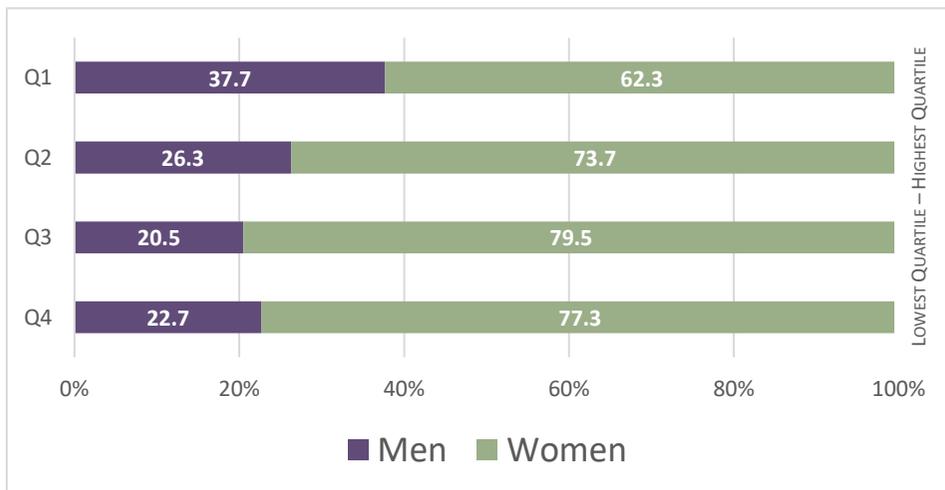
On 31 March 2025: **1190** full-pay relevant employees, **871** women, **319** men.

Percentage of men and women employed (March 2025)



- 73% of the Trust's workforce are women (*full-pay relevant employees*)
- 68% of teaching staff are women
- 79% of support staff are women

Proportion of men and women by pay (March 2025)



- The current workforce comprises of 73% women and 27% men employees. The chart displays pay quartiles by gender. The data shows the Trust's workforce divided into four quartiles based on hourly pay rates.
- In order for there to be no gender pay gap, there would need to be an equal number of men and women in each pay quartile.
- Women account for 77.3% of employees in Q4. There has been a slight decrease of .7% in this quartile from 2024.
 - Women are well represented at every quartile in the Trust, with 62.3% of employees in Q1 being women. There has been an increase of 1.2% in this quartile from 2024.

The Laurus Trust Gender pay gap

Gender pay gap	March 2025 1190 employees in range	March 2024 1174 employees in range	March 2023 888 employees in range	March 2022 757 employees in range	March 2021 691 employees in range	March 2020 629 employees in range
Mean GPG	13.74%	14.63%	12.82%	11.49%	12.9%	12.2%
Median GPG	18.18%	17.21%	16.93%	12.67%	10.8%	13.4%

During the year, the Trust has shown a decrease in the mean gender pay gap and an increase in the median gender pay gap.

What are the underlying causes of the Trust’s gender pay gap?

The Laurus Trust is an equal opportunities employer and is committed to the principle of equal treatment for all employees.

Working within both the public sector and specifically education, it is common for a high proportion of the workforce to be female.

The use of a structured pay system as set out in the Trust’s Pay Policy ensures that staff are paid fairly for ‘like work’. On this basis the gender pay gap does not stem from paying men and women differently for like work. It is likely that the Trust’s gender pay gap arises from the roles and contract types that men and women have within the Trust. A large proportion of the lower paid and part time roles are carried out by women and this affects the number of hours worked per week, number of weeks worked each year and their average hourly salaries.

It is recognised in the education sector that:

- more women apply to work in the sector due to attractive working patterns, for example part time and term time only contracts enabling them to work around caring responsibilities, which in comparison with full-time jobs, have lower hourly median pay;
- women are much more likely to take time out of their employment for family reasons and therefore may be lower on the incremental scales.

The decrease in the mean GPG may be attributable to a higher proportion of women entering or progressing into the upper pay quartiles over the past year. Conversely, the increase in the median GPG is likely influenced by a substantial number of women joining the workforce at Hazel Grove Primary in lower-paid roles, thereby widening the median gap.

How do we compare?

Mean: The most common pay gap range is 10-19.9 per cent.

Median: The most common pay gap range is 20-29.9 per cent.

Employers who operate both secondary and primary schools report a mean average of 18.78% and a median average of 30.2%, meaning our gender pay gap is still **below the average of other multi-academy trusts**. (Employer Link, 2023)

Although our pay gap has increased, we are still **below the national average** within the school sector.

Gender pay gap	The Laurus Trust	Secondary & Primary multi-academy schools (Employer Link, 2023)	National average for the school sector (LGA, March 2022)
Mean GPG	13.74%	18.8%	17.9%
Median GPG	18.18%	30.2%	27.6%

Our Actions

Whilst the Trust's gender pay gap compares well with that of the UK and the education sector, as a whole the Trust remains committed to doing all it can to reduce the gender pay gap by addressing structural factors, improving representation in higher-paid roles, and promoting equitable career progression by:

Data Transparency & Monitoring

- Publish annual gender pay gap reports with clear analysis.
- Introduce internal reviews to track progress.
- Analyse data by department and role type to identify any patterns.
- Conduct an annual audit of pay structures to ensure fairness and consistency.

Recruitment & Progression

- Increase male representation in lower-paid roles and female representation in leadership positions.
- Encourage mentoring and coaching for aspiring female leaders.
- Ensure gender balance in talent pipelines for senior roles.

Flexible Working & Role Design

- Promote flexible working options for all employees (including men) to reduce gendered patterns in part-time work.
- Review job design to create more full-time opportunities where feasible.

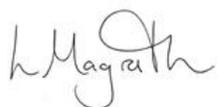
Culture & Awareness

- Provide training for managers on unconscious bias and inclusive leadership.
- Communicate the Trust's commitment to gender equality.
- Encourage open and honest discussion around women's health.

Omissions from the Trust's Gender Pay Gap Report

As the Trust does not operate a bonus pay scheme for employees the below indicators are not applicable and not reported:

- The difference in mean bonus pay of relevant men and women (the regulations define "Bonus pay" as any remuneration that: Is in the form of money, securities options or interests in securities; and relates to profit sharing, productivity, performance, incentive or commission.);
- The difference in median bonus pay of men and women;
- The proportion of men and women who received bonus pay.



Linda Magrath
Chief Executive Officer



Wendy Mason
Chief Financial Officer

On behalf of the Board of Trustees