

The Education Alliance Gender Pay Gap 2025

Introduction

The government requires us to submit and publish information regarding our gender pay gap on an annual basis, and the information is based on a snapshot date of 31 March each year. This report summarises the key findings of the report.

Key Findings

Our gender pay gap is 26.6% mean (23.6% in 2024) overall, which means that, on average, women were paid 26.6% less than men in our trust last year. The median gender pay gap was 53.7% (49.2% in 2024). The median gender pay gap is the difference between the middle of the distribution in the hourly earnings of men and women (the middle being when half men/women earn more and half less than the median).

If we split teaching and non-teaching staff, the mean for teachers is 8% (same as 2024) and the median is 0% (same as 2024), and for non-teaching staff the mean is 2.8% (-1.4% in 2024) and the median is 1.5% (-1.4% in 2024).

Gender Split per Quartile 2025 – Overall

This is the information we submit nationally, which details our gender split against four quartiles:

	Quartile 1. Lower	Quartile 2. Lower middle	Quartile 3. Upper middle	Quartile 4. Upper
Male (% males to all employees in each quartile)	12% (19%)	18% (14%)	23% (26%)	35% (34%)
Female (% females to all employees in each quartile)	88% (81%)	82% (86%)	77% (74%)	65% (66%)

Whilst we have more females in every quartile, the percentage of males increase throughout the quartiles, hence the overall gender pay gap. The lower quartile includes roles such as cleaners and catering staff, and they are roles that have a high volume of staff attached to them, paid at the lowest point within the non-teaching national pay scale.

An interrogation of the data illustrates a good gender balance in the top layers of the organisation, in that 40% of TEAL's top ten earners are female and 44% of the top 50 earners are female.

A key factor in the gender pay gap is the significant difference in pay between teaching and non-teaching staff. For example, the hourly rate for the lowest earning teachers at the snapshot date was £25.02, while for associate staff it was £12.26, which is a difference of over £12 per hour and equates to a 51% difference. This is reflected in the table below, which shows how many teaching and non-teaching staff sit within each quartile.

Number of teaching and associate staff in each quartile

Quartile	Non-Teaching Number of Staff	Teaching Number of Staff
Upper quartile	1	290
Upper middle quartile	100	191
Lower middle quartile	291	0
Lower quartile	291	0

Gender Split per Quartile 2025 – Teaching Staff

Our gender pay gap breakdown for our teaching staff is as follows:

	Quartile 1. Lower	Quartile 2. Lower middle	Quartile 3. Upper middle	Quartile 4. Upper
Male (% males to all employees in each quartile)	27% (27%)	28% (36%)	34% (29%)	38% (42%)
Female (% females to all employees in each quartile)	73% (73%)	72% (64%)	66% (71%)	62% (58%)

Gender Split per Quartile 2025 – Associate Staff

Our gender pay gap breakdown for non-teaching staff is as follows:

	Quartile 1. Lower	Quartile 2. Lower middle	Quartile 3. Upper middle	Quartile 4. Upper
Male (% males to all employees in each quartile)	12% (26%)	5% (9%)	20% (9%)	25% (22%)
Female (% females to all employees in each quartile)	88% (74%)	95% (91%)	80% (91%)	75% (78%)

Benchmarking

According to ONS published figures, the national gender pay gap average across all sectors in the UK was 6.9%, based on an hourly rate of £18.87 for women and £20.27 for men, compared to the averages within TEAL of £14.36 and £31.02 respectively.

The mean average within the education sector is reported to be 25%, which is much closer to the pay gap within TEAL.

Work already undertaken at TEAL and future steps which may reduce the gender pay gap.

Our aspiration is to reduce our gender pay gap and maintain an inclusive culture for all staff.

Work already implemented or that is underway includes the following:

- Further review of non-teaching pay, terms and conditions, development opportunities and career pathways will be undertaken once the impact of the reintroduction of the SSSNB and any national policy that arise from that body are known.
- Continually monitor recruitment to ensure it is inclusive, free from unconscious bias, creative and effective.
- Review of EDI training and development.
- Review of leadership development training.
- Monitor gender split in job roles through ½ termly KPIs
- Changes to the pay structure for Cover Supervisors, meaning they are now paid on a progressive scale at a similar rate to non-qualified teachers.
- Changes to our family leave policy, which offers a sector leading enhanced pay package for all staff.
- Flexible and part time working opportunities for all roles including leadership roles.

We prefer not to establish a target and to instead undertake meaningful reviews and changes where we can. We will undertake the reviews planned and detailed above and update the Trust Board/Resources and Finance Committee accordingly, with the aim of improving our gender pay gap further next year.