



# Gender Pay Gap Report

31<sup>st</sup> March, 2026

(Snapshot date: 31<sup>st</sup> March, 2025)

## Gender Pay Gap Reporting – overview

In the UK, the Government, under the Equality Act 2010 (Specific Duties and Public Authorities) regulations 2017, requires public, private and voluntary sector organisations with 250 or more employees to report on their gender pay gaps annually. As The Constellation Trust has more than 250 employees we have a legal duty to report and publish data on our gender pay on The Constellation Trust website and through the Government Equalities Office.

The Trust reported for the first time in March 2018 but has since expanded and now comprises of two Secondary Schools, one Pupil Referral Unit and 7 Primary Schools.

### Background Information

The regulations require The Constellation Trust to report using six different measures, based on a snapshot of pay data on a date set out by the Government Equalities Office:

**Mean average gender pay gap** – the difference between the mean (average) hourly rate of pay between male and female full-pay relevant employees

**Median gender pay gap** – the difference between the median (mid-point) hourly rate of pay between male and female full-pay relevant employees

**Mean bonus gap** – the difference between the mean (average) bonus pay between male and female relevant employees

**Median bonus gap** – the difference between the median (mid-point) bonus pay between male and female relevant employees

**Bonus proportions** – the proportion of male and female relevant employees who received bonus pay

**Quartile pay bands** – the proportion of male and female full-pay relevant employees in each of the four quartile pay bands

The gender pay gap provides a snapshot of the gender pay balance within The Constellation Trust by measuring the difference between the average earnings of all male and female employees, regardless of their role within the organisation. However, using a 'snapshot' can mask fluidity of gender pay gaps, which can fluctuate from month to month and across pay quartiles depending on changes to headcount.

The gender pay gap is represented as a percentage difference between the average pay of male and female employees.

The Constellation Trust does not pay bonuses to their employees; therefore the statutory calculations of mean bonus gender pay gap, median gender pay gap and the proportion of males and females receiving a bonus payment are not applicable.

## The Constellation Trust

### The Numbers and Percentages of our People, by Year and by Quartile

The overall proportions of men and women across pay quartiles has changed very little this year.

		Number		%	
		Men	Women	Men	Women
Upper Quartile	2025	59	131	31%	69%
	2024	60	129	32%	68%
	2023	65	176	27%	73%
	2022	58	126	31%	69%
	2021	60	123	33%	67%
	2020	64	133	32%	68%
	2019	29	126	19%	81%
	2018	74	110	40%	60%
Upper Middle Quartile	2025	43	146	23%	77%
	2024	41	148	22%	78%
	2023	41	166	20%	80%
	2022	41	142	22%	78%
	2021	45	139	24%	76%
	2020	43	155	22%	78%
	2019	32	151	17%	83%
	2018	33	150	18%	82%
Lower Upper Quartile	2025	30	159	16%	84%
	2024	30	159	16%	84%
	2023	33	158	17%	83%
	2022	32	151	17%	83%
	2021	27	157	15%	85%
	2020	34	164	17%	83%
	2019	46	165	22%	78%
	2018	38	145	21%	79%
Lower Quartile	2025	18	171	10%	90%
	2024	15	174	8%	92%
	2023	23	134	15%	85%
	2022	20	164	11%	89%
	2021	18	166	10%	90%
	2020	28	169	14%	86%
	2019	71	168	30%	70%
	2018	23	159	13%	87%

Please note:

2018 – 2 Schools

2019 – 7 Schools

2020 onwards – 10 Schools

## Our Median Gender Pay Gaps, by Year and by Quartile

Our median gender pay gap has changed the most, and narrowed, in the upper middle pay quartile. The median gender pay gap has narrowed in the lower pay quartile and shows that women are earning the same as the men.

		Hourly Earnings		Pay Gap %
		Men	Women	
Upper Quartile	2025	£35.82	£32.45	9.4%
	2024	£33.98	£30.76	9.4%
	2023	£31.88	£29.03	8.9%
	2022	£29.98	£28.29	5.6%
	2021	£27.51	£26.27	4.5%
	2020	£27.68	£26.67	3.6%
	2019	£27.20	£26.05	4.2%
	2018	£25.25	£24.84	1.6%
Upper Middle Quartile	2025	£22.47	£21.07	6.2%
	2024	£19.97	£20.74	-3.8%
	2023	£19.01	£19.91	-4.7%
	2022	£18.77	£18.77	0%
	2021	£16.97	£11.72	30.9%
	2020	£16.52	£15.53	5.9%
	2019	£16.33	£16.08	1.5%
	2018	£14.61	£13.89	4.9%
Lower Upper Quartile	2025	£14.31	£15.06	-5.2%
	2024	£13.91	£14.15	-1.7%
	2023	£12.92	£13.34	-3.2%
	2022	£15.11	£14.01	7.2%
	2021	£11.72	£16.69	-42.4%
	2020	£10.49	£10.31	1.7%
	2019	£10.91	£11.23	-2.9%
	2018	£9.38	£9.35	0.3%
Lower Quartile	2025	£12.23	£12.25	-0.7%
	2024	£11.58	£11.58	0%
	2023	£10.82	£10.50	2.9%
	2022	£10.52	£11.75	-11.6%
	2021	£9.80	£9.24	5.7%
	2020	£8.99	£8.99	0%
	2019	£8.81	£8.49	3.6%
	2018	£6.71	£7.77	-15.8%

Please note:

2018 – 2 Schools

2019 – 7 Schools

2020 onwards – 10 Schools

## Our Mean Gender Pay Gaps, by Year and by Quartile

The upper pay quartile continues to contribute most significantly to our mean gender pay gap. The upper middle and lower quartiles have narrowed and show that women earn slightly more than men.

		Hourly Earnings		Pay Gap %
		Men	Women	
Upper Quartile	2025	£38.06	£35.92	5.6%
	2024	£35.78	£33.72	5.7%
	2023	£33.22	£31.51	5.1%
	2022	£31.83	£30.50	4.1%
	2021	£30.50	£28.89	5.2%
	2020	£30.04	£28.86	3.9%
	2019	£29.65	£28.43	4.1%
	2018	£27.22	£26.50	2.6%
Upper Middle Quartile	2025	£22.50	£22.43	0.3%
	2024	£20.80	£21.10	-1.4%
	2023	£20.05	£20.04	0%
	2022	£19.28	£19.16	0.6%
	2021	£17.62	£17.32	1.7%
	2020	£16.63	£16.46	1%
	2019	£17.21	£16.69	3%
	2018	£14.17	£14.18	-0%
Lower Upper Quartile	2025	£14.71	£14.96	-1.7%
	2024	£14.14	£14.07	0.5%
	2023	£13.09	£13.27	-1.3%
	2022	£14.44	£14.04	2.7%
	2021	£11.68	£11.80	-1%
	2020	£10.90	£10.89	0%
	2019	£11.05	£11.16	-1%
	2018	£9.78	£9.45	3.3%
Lower Quartile	2025	£11.88	£12.01	-1.1%
	2024	£11.03	£11.25	-1.9%
	2023	£10.02	£10.53	-5%
	2022	£8.89	£10.52	-18.3%
	2021	£9.16	£9.06	1.1%
	2020	£7.18	£7.61	-5.9%
	2019	£8.37	£8.08	3.4%
	2018	£6.29	£7.40	-17.6%

Please note:

2018 – 2 Schools

2019 – 7 Schools

2020 onwards – 10 Schools

## Summary

The Constellation Trust has a total of 757 employees (as of the 31<sup>st</sup> March, 2025) of which 150 are male (19.81%) and 607 are female (80.19%), compared to 19.31% male and 80.69% female in 2024. This split of male to female staff is common amongst the education sector. The majority of our workforce is female and, as a Trust, we are aware that we have a diverse range of roles and salary scales, some of which have very high proportions of female post holders, most of whom are employed in term-time only roles which attract a lower salary, such as cleaners, site staff, catering staff, lunchtime supervisors, administration staff and classroom based support staff.

The Constellation Trust employs more women than men in all quartiles, including a high proportion of senior leadership posts being held by women. The 10 highest earners within the Constellation Trust in 2025 are 50% male and 50% female, the same as in 2025.

The gender split is less in the upper quartile (69% female) than the lower quartile (99% female). Women earn 68p for every £1 that men earn when comparing median hourly pay, meaning their median hourly pay is 20.7% lower than men's.

Teaching staff pay scales are aligned to the School Teachers Pay and Conditions Document which is reviewed on an annual basis by The School Teachers Review Board. The lowest earning full-time teacher is on main pay range M1 and has an annual salary of £31,650 (£23.72 per hour).

Support staff salaries are aligned to the National Joint Council for Local Government (NJC) pay spines, which is agreed nationally and collectively between the Local Government and the Trade Unions. In comparison, the lowest earning full-time support staff (excluding apprentices) is paid on Grade 1, Point 2 which has an annual salary of £23,656 (£12.26 per hour).

The Constellation Trust is committed to ensuring that male and female staff are paid the same for carrying out work of equal value, regardless of gender and we are confident that our policies and procedures are fair and robust and met our equal pay obligations.

The Constellation Trust has an effective recruitment process in place to ensure that the best talent is secured, regardless of gender or other protected characteristics. Appropriate training is undertaken by managers who are involved in recruitment to ensure consistency, fairness and non-discriminatory processes are followed. All vacancies are advertised with no gender bias and all job descriptions have been evaluated to ensure there is no variation in pay in each role across The Constellation Trust.

The Constellation Trust constantly review all policies and procedures to ensure they are fair and robust, and staff are able to balance their work and home lives more effectively. The Constellation Trust continues to operate as an equal opportunities employer and is committed to ensuring that we act fairly, ethically and equitably in all that we do by embedding a supportive, inclusive culture and increasing the diversity of its employees in all areas.

Closing the Gender Pay Gap is not a quick and easy fix, it requires a meaningful, consistent and sustained shift in cultural values. The Constellation Trust will maintain our focus on opportunity, inclusion and fairness and continue to monitor the gender pay gap information within this report to ensure all policies, procedures, recruitment practices and processes are consistent, transparent for all employees. We will continue to review them on a regular basis and look to extend it further to incorporate all aspects of equality in the workplace and drive much needed change.

I confirm that the information published above is accurate.

Signature: 

Name: Dr Cathy Taylor

Position: Executive Head/CEO

Date: 20<sup>th</sup> March, 2026

A breakdown of the gender pay gap for individual schools within The Constellation Trust is as follows:

## Sirius Academy West

### The Numbers and Percentages of our People, by Year and by Quartile

		Number		%	
		Men	Women	Men	Women
Upper Quartile	2025	21	38	36%	64%
	2024	24	36	40%	60%
	2023	24	38	39%	61%
	2022	23	37	38%	62%
	2021	24	37	39%	61%
	2020	25	45	36%	64%
	2019	25	35	47%	53%
	2018	21	38	35%	64%
Upper Middle Quartile	2025	22	37	37%	63%
	2024	21	39	35%	65%
	2023	17	46	27%	73%
	2022	15	46	25%	75%
	2021	16	45	26%	74%
	2020	19	51	27%	73%
	2019	19	40	28%	72%
	2018	23	36	39%	61%
Lower Upper Quartile	2025	12	48	20%	80%
	2024	15	45	25%	75%
	2023	15	48	24%	76%
	2022	17	44	28%	72%
	2021	14	47	23%	77%
	2020	17	53	24%	76%
	2019	13	47	23%	77%
	2018	18	41	30%	70%
Lower Quartile	2025	10	49	17%	83%
	2024	6	54	10%	90%
	2023	13	49	21%	79%
	2022	9	51	15%	85%
	2021	9	51	15%	85%
	2020	14	56	20%	80%
	2019	10	50	23%	77%
	2018	13	45	22%	78%

## Our Median Gender Pay Gaps, by Year and by Quartile

		Hourly Earnings		Pay Gap %
		Men	Women	
Upper Quartile	2025	£37.81	£33.17	12.3%
	2024	£35.73	£32.54	8.9%
	2023	£31.95	£29.63	7.2%
	2022	£30.98	£27.51	11.2%
	2021	£29.55	£26.77	9.4%
	2020	£28.23	£28.83	-2.1%
	2019	£29.82	£28.30	5.1%
	2018	£29.26	£27.37	6.4%
Upper Middle Quartile	2025	£22.47	£24.73	-10%
	2024	£21.30	£24.06	-12.5%
	2023	£21.83	£20.34	6.8%
	2022	£17.52	£19.34	-10.3%
	2021	£18.08	£19.09	-5.5%
	2020	£20.68	£17.59	14.9%
	2019	£19.98	£16.61	16.8%
	2018	£18.05	£17.20	6.4%
Lower Upper Quartile	2025	£14.45	£14.58	-0.9%
	2024	£13.91	£13.68	1.6%
	2023	£15.19	£13.55	10.7%
	2022	£11.65	£12.94	-11%
	2021	£10.76	£11.18	-3.9%
	2020	£10.77	£12.35	-14.6%
	2019	£11.80	£12.14	-2.8%
	2018	£11.99	£12.00	-0.1%
Lower Quartile	2025	£11.82	£12.21	-3.3%
	2024	£11.03	£11.55	-4.7%
	2023	£8.90	£11.72	-31.6%
	2022	£9.25	£9.24	0.1%
	2021	£7.57	£8.97	-18.4%
	2020	£8.50	£8.49	0.1%
	2019	£7.77	£7.77	0%
	2018	£7.65	£7.51	1.8%

## Our Mean Gender Pay Gaps, by Year and by Quartile

		Hourly Earnings		Pay Gap %
		Men	Women	
Upper Quartile	2025	£42.07	£46.70	-11%
	2024	£37.76	£35.98	4.7%
	2023	£34.28	£33.41	2.5%
	2022	£32.45	£30.29	6.6%
	2021	£31.93	£30.05	5.8%
	2020	£31.62	£31.09	1.6%
	2019	£32.11	£29.50	8.1%
	2018	£30.84	£29.53	4.2%
Upper Middle Quartile	2025	£23.16	£23.97	-3.5%
	2024	£21.48	£22.31	-3.8%
	2023	£21.23	£20.75	2.2%
	2022	£18.23	£19.41	-6.4%
	2021	£18.64	£18.55	0.4%
	2020	£19.14	£18.33	4.2%
	2019	£19.17	£17.34	9.5%
	2018	£18.18	£17.39	4.3%
Lower Upper Quartile	2025	£14.84	£14.90	-0.4%
	2024	£14.32	£14.07	1.7%
	2023	£14.60	£14.17	2.9%
	2022	£11.93	£12.57	-5.3%
	2021	£11.32	£11.77	-3.8%
	2020	£11.32	£11.77	-3.9%
	2019	£11.84	£12.19	-2.9%
	2018	£11.81	£12.06	-2.1%
Lower Quartile	2025	£11.96	£11.63	2.7%
	2024	£10.16	£10.88	-7%
	2023	£6.45	£9.85	-52.7%
	2022	£9.06	£9.34	-3.1%
	2021	£7.50	£8.57	-14.2%
	2020	£7.83	£7.90	-0.8%
	2019	£7.71	£8.00	-0.8%
	2018	£7.65	£7.61	0.5%

## Sirius Academy North

### The Numbers and Percentages of our People, by Year and by Quartile

		Number		%	
		Men	Women	Men	Women
Upper Quartile	2025	15	23	40%	60%
	2024	9	23	45%	55%
	2023	19	23	45%	55%
	2022	17	20	46%	54%
	2021	17	20	46%	54%
	2020	19	21	47%	53%
	2019	22	15	48%	52%
	2018	22	15	59%	41%
Upper Middle Quartile	2025	10	29	26%	74%
	2024	7	35	17%	83%
	2023	10	33	23%	77%
	2022	9	28	24%	76%
	2021	12	25	32%	68%
	2020	14	26	35%	65%
	2019	12	26	36%	64%
	2018	12	25	32%	68%
Lower Upper Quartile	2025	8	31	20%	80%
	2024	8	34	19%	81%
	2023	8	35	19%	81%
	2022	10	27	27%	73%
	2021	11	26	30%	70%
	2020	11	30	27%	73%
	2019	8	30	19%	81%
	2018	4	33	10%	90%
Lower Quartile	2025	5	33	13%	87%
	2024	4	37	10%	90%
	2023	3	39	7%	93%
	2022	2	34	6%	94%
	2021	1	36	3%	97%
	2020	3	38	7%	93%
	2019	5	32	17%	83%
	2018	9	28	24%	76%

## Our Median Gender Pay Gaps, by Year and by Quartile

		Hourly Earnings		Pay Gap %
		Men	Women	
Upper Quartile	2025	£36.77	£37.70	-2.5%
	2024	£34.86	£35.69	-2.3%
	2023	£30.36	£30.36	0%
	2022	£29.73	£27.68	6.8%
	2021	£29.78	£29.55	0.7%
	2020	£29.63	£28.41	4.1%
	2019	£25.44	£26.31	-3.4%
2018	£26.33	£26.05	1%	
Upper Middle Quartile	2025	£22.47	£22.47	0%
	2024	£19.97	£18.98	4.9%
	2023	£21.83	£18.66	14.5%
	2022	£20.14	£16.97	15.7%
	2021	£20.98	£19.20	8.4%
	2020	£17.59	£17.65	0%
	2019	£15.65	£15.07	3.7%
2018	£10.10	£15.38	-52.2%	
Lower Upper Quartile	2025	£16.49	£14.95	9.3%
	2024	£14.66	£14.15	3.4%
	2023	£15.88	£15.19	4.3%
	2022	£12.93	£12.93	0%
	2021	£13.23	£12.84	2.9%
	2020	£12.36	£11.80	4.5%
	2019	£10.53	£10.70	-1.6%
2018	£14.85	£10.59	28.6%	
Lower Quartile	2025	£12.45	£12.25	1.6%
	2024	£10.50	£11.58	-10.2%
	2023	£12.93	£12.27	5.1%
	2022	£10.40	£9.29	10.6%
	2021	£10.19	£9.05	11.1%
	2020	£9.30	£8.54	8.1%
	2019	£8.35	£7.82	6.3%
2018	£8.26	£7.52	8.9%	

## Our Mean Gender Pay Gaps, by Year and by Quartile

		Hourly Earnings		Pay Gap %
		Men	Women	
Upper Quartile	2025	£39.73	£38.20	3.8%
	2024	£38.01	£36.91	2.8%
	2023	£33.70	£31.73	5.8%
	2022	£32.73	£29.50	9.8%
	2021	£33.33	£31.54	5.3%
	2020	£31.06	£28.57	8%
	2019	£28.03	£26.71	4.7%
	2018	£27.90	£26.03	6.7%
Upper Middle Quartile	2025	£24.28	£23.50	3.2%
	2024	£20.54	£21.75	-5.8%
	2023	£21.45	£19.93	7%
	2022	£19.84	£17.86	9.9%
	2021	£20.63	£19.27	6.5%
	2020	£18.71	£18.36	1.8%
	2019	£15.85	£15.69	1%
	2018	£14.77	£15.26	-3.3%
Lower Upper Quartile	2025	£16.08	£16.20	-0.7%
	2024	£14.42	£14.37	0.3%
	2023	£15.65	£15.19	2.9%
	2022	£13.00	£12.69	2.3%
	2021	£13.23	£12.94	2.1%
	2020	£12.21	£11.84	3%
	2019	£10.46	£10.85	-3.7%
	2018	£10.27	£10.58	-3%
Lower Quartile	2025	£12.20	£12.22	-0.1%
	2024	£10.90	£11.33	-3.9%
	2023	£12.93	£11.77	8.9%
	2022	£10.40	£9.50	8.6%
	2021	£10.50	£9.32	11.2%
	2020	£9.18	£8.87	3.3%
	2019	£7.51	£8.03	-6.9%
	2018	£7.83	£7.78	0.6%

# Appleton Primary School

## The Numbers and Percentages of our People, by Year and by Quartile

		Number		%	
		Men	Women	Men	Women
Upper Quartile	2025	0	8	0%	100%
	2024	0	8	0%	100%
	2023	0	9	0%	100%
	2022	0	9	0%	100%
	2021	0	10	0%	100%
	2020	0	11	0%	100%
	2019	0	10	0%	100%
	2018				
Upper Middle Quartile	2025	1	7	12%	88%
	2024	2	6	25%	75%
	2023	1	8	11%	89%
	2022	1	9	10%	90%
	2021	2	9	18%	82%
	2020	2	9	18%	82%
	2019	1	10	9%	91%
	2018				
100%Lower Upper Quartile	2025	1	7	12%	88%
	2024	1	8	11%	89%
	2023	2	7	22%	78%
	2022	1	9	10%	90%
	2021	1	9	10%	90%
	2020	1	10	9%	91%
	2019	2	9	18%	82%
	2018				
Lower Quartile	2025	0	7	0%	100%
	2024	0	8	0%	100%
	2023	0	9	0%	100%
	2022	1	8	11%	89%
	2021	1	9	10%	90%
	2020	1	10	9%	91%
	2019	0	11	0%	100%
	2018				

## Our Median Gender Pay Gaps, by Year and by Quartile

		Hourly Earnings		Pay Gap %
		Men	Women	
Upper Quartile	2025	£0	£32.44	-100%
	2024	£0	£29.18	-100%
	2023	£0	£27.25	-100%
	2022	£0	£28.12	-100%
	2021	£0	£26.52	-100%
	2020	£0	£25.81	-100%
	2019	£22.01	£25.31	-14.9%
	2018			
Upper Middle Quartile	2025	£25.76	£19.64	23.7%
	2024	£20.00	£18.99	5%
	2023	£17.52	£17.96	-2.5%
	2022	£16.35	£17.24	-5.4%
	2021	£15.46	£15.53	-0.4%
	2020	£16.08	£18.30	-13.8%
	2019	£12.45	£13.23	-6.2%
	2018			
Lower Upper Quartile	2025	£14.58	£13.25	9.1%
	2024	£12.97	£11.58	5%
	2023	£15.34	£12.59	-2.5%
	2022	£12.43	£11.17	-5.4%
	2021	£11.86	£10.12	-0.4%
	2020	£10.02	£9.77	-13.8%
	2019	£9.22	£9.35	-6.2%
	2018			
Lower Quartile	2025	£0	£9.59	-100%
	2024	£0	£11.17	0.8%
	2023	£10.17	£10.08	0.8%
	2022	£10.20	£10.00	1.9%
	2021	£9.73	£7.57	22.1%
	2020	£0	£8.49	-100%
	2019	£0	£7.78	-100%
	2018			

## Our Mean Gender Pay Gaps, by Year and by Quartile

		Hourly Earnings		Pay Gap %
		Men	Women	
Upper Quartile	2025	£0	£36.23	-100%
	2024	£0	£31.93	-100%
	2023	£0	£30.25	-100%
	2022	£0	£32.01	-100%
	2021	£0	£29.59	-100%
	2020	£0	£28.91	-100%
	2019	£22.01	£29.12	-32.3%
	2018			
Upper Middle Quartile	2025	£25.76	£20.76	19.4%
	2024	£20.00	£19.09	4.5%
	2023	£17.52	£18.71	-6.7%
	2022	£16.63	£18.73	-12.6%
	2021	£15.46	£16.15	-4.4%
	2020	£16.08	£17.89	-11.2%
	2019	£12.45	£15.06	-20.9%
	2018			
Lower Upper Quartile	2025	£14.58	£13.18	9.6%
	2024	£12.97	£11.87	8.48%
	2023	£15.34	£13.30	13.2%
	2022	£12.43	£11.67	6.1%
	2021	£11.86	£10.65	10.2%
	2020	£10.02	£10.92	-8.9%
	2019	£9.22	£9.22	0%
	2018			
Lower Quartile	2025	£0	£9.74	-100%
	2024	£0	£10.28	-100%
	2023	£10.17	£8.98	11.7%
	2022	£10.20	£9.20	9.8%
	2021	£9.73	£6.95	28.5%
	2020	£0	£7.27	-100%
	2019	£0	£7.24	-100%
	2018			

# Bricknell Primary School

## The Numbers and Percentages of our People, by Year and by Quartile

		Number		%	
		Men	Women	Men	Women
Upper Quartile	2025	3	15	17%	83%
	2024	2	15	12%	88%
	2023	2	17	11%	89%
	2022	2	16	11%	89%
	2021	2	18	10%	90%
	2020	3	20	13%	87%
	2019	3	19	14%	86%
	2018				
Upper Middle Quartile	2025	4	14	22%	78%
	2024	4	13	24%	76%
	2023	5	14	26%	74%
	2022	5	14	26%	74%
	2021	2	18	10%	90%
	2020	2	21	9%	91%
	2019	2	20	9%	91%
	2018				
Lower Upper Quartile	2025	1	17	6%	94%
	2024	1	17	6%	94%
	2023	1	18	6%	94%
	2022	0	19	0%	100%
	2021	1	19	5%	95%
	2020	1	22	4%	96%
	2019	1	21	5%	95%
	2018				
Lower Quartile	2025	1	17	6%	94%
	2024	1	16	6%	94%
	2023	1	17	6%	94%
	2022	2	16	11%	89%
	2021	2	18	10%	90%
	2020	3	20	13%	87%
	2019	2	20	9%	91%
	2018				

## Our Median Gender Pay Gaps, by Year and by Quartile

		Hourly Earnings		Pay Gap %
		Men	Women	
Upper Quartile	2025	£34.16	£34.16	0%
	2024	£31.57	£28.26	10.4%
	2023	£29.26	£26.20	10.4%
	2022	£24.20	£26.20	-8%
	2021	£25.03	£26.59	-6.2%
	2020	£24.36	£24.88	-2.1%
	2019	£20.38	£22.82	-11.9%
	2018			
Upper Middle Quartile	2025	£23.18	£24.68	-6.5%
	2024	£18.76	£20.00	-6.6%
	2023	£17.96	£16.64	7.3%
	2022	£15.94	£15.74	1.2%
	2021	£14.58	£14.40	1.2%
	2020	£13.39	£16.14	-5.7%
	2019	£14.61	£13.89	4.9%
	2018			
Lower Upper Quartile	2025	£13.71	£14.82	-8.1%
	2024	£11.65	£12.99	-11.5%
	2023	£0	£12.59	-100%
	2022	£12.19	£10.40	14.6%
	2021	£11.47	£10.22	10.8%
	2020	£9.58	£9.77	-1.9%
	2019	£11.01	£9.15	16.8%
	2018			
Lower Quartile	2025	£13.04	£12.25	6%
	2024	£10.77	£10.49	2.5%
	2023	£9.31	£11.01	-18.2%
	2022	£7.02	£9.24	-31.6%
	2021	£9.58	£8.99	6.1%
	2020	£8.94	£8.49	5%
	2019	£8.46	£7.77	8.1%
	2018			

## Our Mean Gender Pay Gaps, by Year and by Quartile

		Hourly Earnings		Pay Gap %
		Men	Women	
Upper Quartile	2025	£33.91	£36.32	-7.1%
	2024	£31.57	£30.04	4.8%
	2023	£29.26	£27.81	4.9%
	2022	£24.20	£27.85	-15%
	2021	£25.28	£27.31	-8%
	2020	£25.34	£26.18	-3.3%
	2019	£21.82	£22.87	-4.8%
	2018			
Upper Middle Quartile	2025	£22.77	£22.88	-0.5%
	2024	£19.72	£19.94	-1.1%
	2023	£18.27	£16.52	9.5%
	2022	£15.94	£15.63	1.9%
	2021	£14.58	£14.64	-0.4%
	2020	£13.39	£14.97	-11.7%
	2019	£14.61	£13.92	4.7%
	2018			
Lower Upper Quartile	2025	£13.71	£14.84	-8.2%
	2024	£11.65	£12.94	-11%
	2023	£0	£12.86	-100%
	2022	£12.19	£10.73	11.9%
	2021	£11.47	£10.31	10.1%
	2020	£9.58	£10.27	-7.2%
	2019	£11.01	£9.60	12.8%
	2018			
Lower Quartile	2025	£13.04	£12.18	6.6%
	2024	£10.77	£9.97	7.4%
	2023	£9.31	£10.09	-8.3%
	2022	£7.02	£9.30	-32.4%
	2021	£7.71	£8.90	-15.4%
	2020	£8.94	£8.14	8.9%
	2019	£8.46	£7.63	9.8%
	2018			

## Francis Askew Primary School

### The Numbers and Percentages of our People, by Year and by Quartile

		Number		%	
		Men	Women	Men	Women
Upper Quartile	2025	4	11	27%	73%
	2024	3	11	22%	78%
	2023	4	10	29%	71%
	2022	1	12	8%	93%
	2021	2	12	14%	86%
	2020	1	14	7%	93%
	2019	3	12	20%	80%
	2018				
Upper Middle Quartile	2025	0	15	0%	100%
	2024	0	14	0%	100%
	2023	0	14	0%	100%
	2022	2	12	14%	86%
	2021	1	13	7%	93%
	2020	2	13	13%	87%
	2019	1	15	6%	94%
	2018				
Lower Upper Quartile	2025	2	14	12%	88%
	2024	2	13	14%	86%
	2023	3	11	21%	79%
	2022	3	11	21%	79%
	2021	2	12	14%	86%
	2020	3	12	20%	80%
	2019	2	13	13%	87%
	2018				
Lower Quartile	2025	0	15	0%	100%
	2024	0	14	0%	100%
	2023	1	12	8%	92%
	2022	1	12	8%	92%
	2021	3	11	21%	79%
	2020	1	14	7%	93%
	2019	2	13	13%	87%
	2018				

## Our Median Gender Pay Gaps, by Year and by Quartile

		Hourly Earnings		Pay Gap %
		Men	Women	
Upper Quartile	2025	£32.13	£28.97	9.8%
	2024	£29.38	£27.48	6.46%
	2023	£27.59	£26.39	4.3%
	2022	£22.86	£26.31	-15%
	2021	£22.34	£23.72	-6.1%
	2020	£21.04	£23.92	-13.6%
	2019	£20.48	£23.28	-13.6%
	2018			
Upper Middle Quartile	2025	£0	£17.28	-100%
	2024	£0	£17.09	-100%
	2023	£0	£17.04	-100%
	2022	£19.67	£18.58	5.5%
	2021	£16.30	£13.42	17.6%
	2020	£16.95	£14.40	15%
	2019	£17.59	£14.01	20.3%
	2018			
Lower Upper Quartile	2025	£13.46	£13.25	1.5%
	2024	£12.66	£12.58	0.6%
	2023	£11.58	£11.58	0%
	2022	£12.59	£12.20	3%
	2021	£10.68	£10.40	2.6%
	2020	£10.12	£10.62	-4.9%
	2019	£9.94	£10.40	-4.6%
	2018			
Lower Quartile	2025	£0	£12.25	-100%
	2024	£0	£11.58	-100%
	2023	£11.17	£10.50	5.9%
	2022	£8.30	£10.20	-22.8%
	2021	£9.61	£9.25	3.7%
	2020	£9.35	£9.20	1.6%
	2019	£9.25	£8.77	5.1%
	2018			

## Our Mean Gender Pay Gaps, by Year and by Quartile

		Hourly Earnings		Pay Gap %
		Men	Women	
Upper Quartile	2025	£31.79	£31.09	2.2%
	2024	£29.41	£29.88	-1.5%
	2023	£27.19	£28.51	-4.8%
	2022	£22.86	£32.07	-40.2%
	2021	£22.34	£22.97	-2.82%
	2020	£21.04	£25.66	-21.9%
	2019	£24.03	£25.96	-8%
	2018			
Upper Middle Quartile	2025	£0	£17.85	-100%
	2024	£0	£18.68	-100%
	2023	£0	£18.15	-100%
	2022	£19.67	£18.25	7.2%
	2021	£16.30	£14.52	10.9%
	2020	£16.95	£15.29	9.7%
	2019	£17.59	£14.84	15.6%
	2018			
Lower Upper Quartile	2025	£13.46	£13.60	-1%
	2024	£12.66	£12.08	4.5%
	2023	£11.59	£11.87	-2.4%
	2022	£12.45	£12.31	1.1%
	2021	£10.68	£10.56	1.1%
	2020	£10.21	£11.01	-7.8%
	2019	£9.94	£10.55	-6.1%
	2018			
Lower Quartile	2025	£0	£12.36	-100%
	2024	£0	£11.72	-100%
	2023	£11.17	£10.47	6.2%
	2022	£8.30	£9.37	-12.8%
	2021	£9.86	£9.13	7.4%
	2020	£9.35	£9.36	-0.1%
	2019	£9.25	£8.83	4.5%
	2018			

## Paisley Primary School

### The Numbers and Percentages of our People, by Year and by Quartile

		Number		%	
		Men	Women	Men	Women
Upper Quartile	2025	4	7	36%	64%
	2024	2	8	20%	80%
	2023	5	6	45%	56%
	2022	2	7	22%	78%
	2021	3	9	25%	75%
	2020	4	9	31%	69%
	2019	3	10	23%	77%
	2018				
Upper Middle Quartile	2025	0	11	0%	100%
	2024	0	10	0%	100%
	2023	1	10	9%	11%
	2022	2	8	20%	80%
	2021	3	10	23%	77%
	2020	0	13	0%	100%
	2019	0	14	0%	100%
	2018				
Lower Upper Quartile	2025	2	9	18%	82%
	2024	2	9	18%	82%
	2023	1	10	9%	11%
	2022	1	9	10%	90%
	2021	0	13	0%	100%
	2020	0	13	0%	100%
	2019	0	14	0%	100%
	2018				
Lower Quartile	2025	0	11	0%	100%
	2024	0	10	0%	100%
	2023	0	11	0%	100%
	2022	1	8	11%	89%
	2021	2	10	17%	83%
	2020	2	11	15%	85%
	2019	1	12	8%	92%
	2018				

## Our Median Gender Pay Gaps, by Year and by Quartile

		Hourly Earnings		Pay Gap %
		Men	Women	
Upper Quartile	2025	£36.46	£32.40	11.1%
	2024	£28.83	£26.24	8.9%
	2023	£24.51	£24.58	-0.2%
	2022	£26.27	£26.27	0%
	2021	£25.56	£23.92	6.4%
	2020	£21.65	£25.36	-17.1%
	2019	£23.57	£23.05	2.2%
	2018			
Upper Middle Quartile	2025	£0	£22.47	-100%
	2024	£20.00	£17.79	11%
	2023	£20.30	£18.36	9.5%
	2022	£21.83	£14.84	32%
	2021	£0	£14.40	-100%
	2020	£0	£13.08	-100%
	2019	£19.78	£12.84	35%
	2018			
Lower Upper Quartile	2025	£13.57	£15.31	-12.8%
	2024	£11.78	£14.03	-19.1%
	2023	£12.95	£13.26	-2.3%
	2022	£0	£10.40	-100%
	2021	£0	£10.12	-100%
	2020	£0	£9.77	-100%
	2019	£9.36	£9.36	0%
	2018			
Lower Quartile	2025	£0	£12.25	-100%
	2024	£0	£10.49	-100%
	2023	£12.10	£11.44	5.4%
	2022	£10.00	£9.25	7.5%
	2021	£9.45	£9.00	4.7%
	2020	£8.81	£8.49	3.6%
	2019	£0	£7.77	-100%
	2018			

## Our Mean Gender Pay Gaps, by Year and by Quartile

		Hourly Earnings		Pay Gap %
		Men	Women	
Upper Quartile	2025	£36.93	£34.86	5.6%
	2024	£31.26	£29.41	5.9%
	2023	£24.51	£27.64	-12.7%
	2022	£26.81	£28.78	-7.3%
	2021	£25.74	£27.74	-7.7%
	2020	£22.66	£27.40	-20.9%
	2019	£23.52	£26.24	-11.5%
	2018			
Upper Middle Quartile	2025	£0	£21.86	-100%
	2024	£20.00	£18.85	5.7%
	2023	£20.30	£19.15	5.6%
	2022	£21.15	£16.36	22.6%
	2021	£0	£15.17	-100%
	2020	£0	£14.18	-100%
	2019	£19.78	£13.70	30.7%
	2018			
Lower Upper Quartile	2025	£13.57	£14.73	-8.5%
	2024	£11.78	£13.36	-13.4%
	2023	£12.95	£14.14	-9.1%
	2022	£0	£11.32	-100%
	2021	£0	£10.52	-100%
	2020	£0	£10.01	-100%
	2019	£9.36	£9.96	-6.4%
	2018			
Lower Quartile	2025	£0	£11.36	-100%
	2024	£0	£9.92	-100%
	2023	£12.10	£11.11	8.1%
	2022	£10.00	£9.40	6%
	2021	£9.45	£8.56	9.4%
	2020	£8.81	£8.68	1.4%
	2019	£0	£8.12	-100%
	2018			

# Rise Academy

## The Numbers and Percentages of our People, by Year and by Quartile

		Number		%	
		Men	Women	Men	Women
Upper Quartile	2025	6	11	35%	65%
	2024	6	10	38%	62%
	2023	7	12	37%	63%
	2022	6	11	35%	65%
	2021	6	7	46%	54%
	2020	5	7	42%	58%
	2019	5	7	42%	58%
	2018				
Upper Middle Quartile	2025	4	14	22%	78%
	2024	4	12	25%	75%
	2023	3	16	16%	84%
	2022	5	12	29%	71%
	2021	5	9	36%	64%
	2020	4	8	33%	67%
	2019	6	7	46%	54%
	2018				
Lower Upper Quartile	2025	2	16	11%	89%
	2024	4	12	25%	75%
	2023	2	17	11%	89%
	2022	2	15	12%	88%
	2021	1	12	88%	92%
	2020	3	9	25%	75%
	2019	2	10	17%	83%
	2018				
Lower Quartile	2025	4	13	24%	76%
	2024	2	14	13%	87%
	2023	4	14	22%	78%
	2022	3	13	19%	81%
	2021	2	11	15%	85%
	2020	2	9	18%	82%
	2019	2	10	17%	84%
	2018				

## Our Median Gender Pay Gaps, by Year and by Quartile

		Hourly Earnings		Pay Gap %
		Men	Women	
Upper Quartile	2025	£33.18	£27.47	17.2%
	2024	£27.85	£24.33	12.6%
	2023	£27.01	£20.11	25.5%
	2022	£28.00	£24.87	11.1%
	2021	£27.04	£21.49	20.5%
	2020	£21.82	£20.43	6.3%
	2019	£19.48	£18.60	4.5%
	2018			
Upper Middle Quartile	2025	£22.16	£23.70	-7%
	2024	£19.01	£17.82	6.2%
	2023	£16.97	£16.75	1.3%
	2022	£16.97	£16.97	0%
	2021	£16.52	£14.18	14.1%
	2020	£15.05	£14.65	2.6%
	2019	£13.78	£13.80	-0.1%
	2018			
Lower Upper Quartile	2025	£18.57	£16.96	8.6%
	2024	£15.33	£14.42	5.9%
	2023	£14.97	£14.63	2.2%
	2022	£14.36	£13.86	3.4%
	2021	£12.34	£12.50	-1.3%
	2020	£11.60	£11.93	-2.8%
	2019	£11.36	£11.93	-5%
	2018			
Lower Quartile	2025	£14.14	£13.90	1.7%
	2024	£12.47	£12.28	1.5%
	2023	£12.25	£12.17	0.6%
	2022	£11.09	£11.88	-7.1%
	2021	£11.60	£10.96	5.5%
	2020	£10.26	£9.79	4.5%
	2019	£9.02	£9.27	-2.7%
	2018			

## Our Mean Gender Pay Gaps, by Year and by Quartile

		Hourly Earnings		Pay Gap %
		Men	Women	
Upper Quartile	2025	£32.91	£31.36	4.7%
	2024	£29.77	£26.51	10.9%
	2023	£26.28	£21.22	19.2%
	2022	£28.14	£29.19	-3.7%
	2021	£26.76	£26.85	-0.3%
	2020	£23.28	£25.47	-9.4%
	2019	£20.85	£26.63	-27.7%
	2018			
Upper Middle Quartile	2025	£22.16	£22.83	-3%
	2024	£18.77	£17.88	4.7%
	2023	£16.84	£16.45	2.3%
	2022	£16.77	£16.95	-1%
	2021	£15.91	£14.78	7.1%
	2020	£14.59	£14.08	3.5%
	2019	£13.78	£13.66	0.8%
	2018			
Lower Upper Quartile	2025	£18.57	£17.54	5.5%
	2024	£15.33	£14.42	5.9%
	2023	£14.97	£14.51	3%
	2022	£14.36	£13.80	3.9%
	2021	£12.23	£12.42	-1.5%
	2020	£11.60	£11.89	-2.5%
	2019	£11.46	£11.88	-3.6%
	2018			
Lower Quartile	2025	£12.43	£14.10	-13.4%
	2024	£12.43	£11.80	5%
	2023	£12.06	£11.42	5.3%
	2022	£11.09	£10.92	1.5%
	2021	£11.60	£10.74	7.4%
	2020	£10.26	£9.23	10%
	2019	£9.15	£8.80	3.8%
	2018			

## Rokeby Primary School

### The Numbers and Percentages of our People, by Year and by Quartile

		Number		%	
		Men	Women	Men	Women
Upper Quartile	2025	1	4	20%	89%
	2024	0	6	0%	100%
	2023	0	7	0%	100%
	2022	0	7	0%	100%
	2021	0	7	0%	100%
	2020	0	7	0%	100%
	2019	0	7	0%	100%
	2018				
Upper Middle Quartile	2025	0	6	0%	100%
	2024	0	6	0%	100%
	2023	0	7	0%	100%
	2022	0	7	0%	100%
	2021	0	7	0%	100%
	2020	0	7	0%	100%
	2019	1	5	17%	83%
	2018				
Lower Upper Quartile	2025	1	5	17%	83%
	2024	0	7	0%	100%
	2023	1	6	14%	86%
	2022	1	6	14%	86%
	2021	0	7	0%	100%
	2020	1	6	14%	86%
	2019	1	5	17%	83%
	2018				
Lower Quartile	2025	0	5	0%	100%
	2024	0	6	0%	100%
	2023	2	6	25%	75%
	2022	0	6	0%	100%
	2021	1	6	14%	86%
	2020	0	7	0%	100%
	2019	0	6	0%	100%
	2018				

## Our Median Gender Pay Gaps, by Year and by Quartile

		Hourly Earnings		Pay Gap %
		Men	Women	
Upper Quartile	2025	£41.52	£29.47	29%
	2024	£0	£26.88	-100%
	2023	£0	£27.38	-100%
	2022	£0	£26.19	-100%
	2021	£0	£21.83	-100%
	2020	£0	£27.44	-100%
	2019	£0	£21.65	-100%
	2018			
Upper Middle Quartile	2025	£0	£22.19	-100%
	2024	£0	£18.86	-100%
	2023	£0	£17.04	-100%
	2022	£0	£17.52	-100%
	2021	£0	£15.19	-100%
	2020	£0	£15.34	-100%
	2019	£15.12	£15.93	-5.3%
	2018			
Lower Upper Quartile	2025	£13.46	£13.24	1.6%
	2024	£0	£12.58	-100%
	2023	£11.81	£11.58	1.9%
	2022	£12.10	£12.41	-2.5%
	2021	£0	£10.40	-100%
	2020	£9.54	£9.93	-4%
	2019	£8.89	£10.02	-12.7%
	2018			
Lower Quartile	2025	£0	£12.25	-100%
	2024	£0	£11.86	-100%
	2023	£5.30	£10.49	-97%
	2022	£0	£11.53	-100%
	2021	£10	£9.61	3.9%
	2020	£0	£8.99	-100%
	2019	£0	£8.51	-100%
	2018			

## Our Mean Gender Pay Gaps, by Year and by Quartile

		Hourly Earnings		Pay Gap %
		Men	Women	
Upper Quartile	2025	£41.52	£30.68	26.1%
	2024	£0	£30.41	-100%
	2023	£0	£29.10	-100%
	2022	£0	£28.08	-100%
	2021	£0	£25.21	-100%
	2020	£0	£28.92	-100%
	2019	£0	£24.69	-100%
	2018			
Upper Middle Quartile	2025	£0	£21.22	-100%
	2024	£0	£19.59	-100%
	2023	£0	£17.38	-100%
	2022	£0	£17.81	-100%
	2021	£0	£14.71	-100%
	2020	£0	£15.44	-100%
	2019	£15.12	£15.78	-4.3%
	2018			
Lower Upper Quartile	2025	£13.46	£13.15	2.3%
	2024	£0	£13.28	-100%
	2023	£11.81	£12.19	-3.2%
	2022	£12.10	£12.79	-5.7%
	2021	£0	£10.63	-100%
	2020	£9.54	£10.05	-5.3%
	2019	£8.89	£10.27	-15.5%
	2018			
Lower Quartile	2025	£0	£12.28	-100%
	2024	£0	£11.86	-100%
	2023	£5.03	£10.58	-110.3%
	2022	£0	£11.14	-100%
	2021	£10.00	£9.58	4.2%
	2020	£0	£7.58	-100%
	2019	£0	£8.44	-100%
	2018			

# Stoneferry Primary School

## The Numbers and Percentages of our People, by Year and by Quartile

		Number		%	
		Men	Women	Men	Women
Upper Quartile	2025	1	6	14%	86%
	2024	2	4	33%	67%
	2023	1	5	17%	83%
	2022	2	3	40%	60%
	2021	2	4	33%	67%
	2020	3	3	50%	50%
	2019	3	4	43%	57%
	2018				
Upper Middle Quartile	2025	0	7	0%	100%
	2024	0	6	0%	100%
	2023	2	1	29%	71%
	2022	1	4	20%	80%
	2021	2	5	29%	71%
	2020	1	5	17%	83%
	2019	1	5	17%	83%
	2018				
Lower Upper Quartile	2025	1	6	14%	86%
	2024	0	6	0%	100%
	2023	1	6	14%	86%
	2022	0	5	0%	100%
	2021	0	7	0%	100%
	2020	1	5	17%	83%
	2019	1	5	17%	83%
	2018				
Lower Quartile	2025	0	6	0%	100%
	2024	0	5	0%	100%
	2023	0	6	0%	100%
	2022	1	4	20%	80%
	2021	0	6	0%	100%
	2020	0	7	0%	100%
	2019	0	6	0%	100%
	2018				

## Our Median Gender Pay Gaps, by Year and by Quartile

		Hourly Earnings		Pay Gap %
		Men	Women	
Upper Quartile	2025	£29.00	£32.37	-11.6%
	2024	£26.03	£31.95	-22.7%
	2023	£24.89	£28.88	-16%
	2022	£30.37	£24.55	19.1%
	2021	£30.33	£24.55	19%
	2020	£23.07	£23.89	-3.5%
	2019	£21.65	£23.59	-8.9%
	2018			
Upper Middle Quartile	2025	£0	£16.63	-100%
	2024	£0	£17.27	-100%
	2023	£24.45	£15.02	38.5%
	2022	£21.83	£17.02	22%
	2021	£22.34	£14.74	34%
	2020	£19.50	£14.71	24.5%
	2019	£17.59	£14.36	18.3%
	2018			
Lower Upper Quartile	2025	£13.89	£13.35	3.8%
	2024	£0	£14.22	-100%
	2023	£11.79	£12.39	-5%
	2022	£0	£12.56	-100%
	2021	£0	£10.87	-100%
	2020	£11.40	£12.10	-6.1%
	2019	£10.91	£12.35	-13.2%
	2018			
Lower Quartile	2025	£0	£12.81	-100%
	2024	£0	£12.17	-100%
	2023	£0	£11.27	-100%
	2022	£10.17	£10.48	-3%
	2021	£0	£9.61	-100%
	2020	£0	£9.73	-100%
	2019	£0	£9.77	-100%
	2018			

## Our Mean Gender Pay Gaps, by Year and by Quartile

		Hourly Earnings		Pay Gap %
		Men	Women	
Upper Quartile	2025	£29.00	£30.55	-5.3%
	2024	£26.03	£32.91	-26.4%
	2023	£24.89	£29.40	-18.1%
	2022	£30.37	£24.56	19.1%
	2021	£30.33	£25.82	14.8%
	2020	£26.83	£25.14	6.3%
	2019	£25.22	£24.04	4.6%
	2018			
Upper Middle Quartile	2025	£0	£16.63	-100%
	2024	£0	£17.74	-100%
	2023	£24.45	£15.40	37%
	2022	£21.83	£17.14	21.4%
	2021	£22.34	£15.13	32.2%
	2020	£19.50	£16.04	17.7%
	2019	£17.59	£14.20	19.2%
	2018			
Lower Upper Quartile	2025	£13.89	£13.93	-0.3%
	2024	£0	£14.12	-100%
	2023	£11.79	£12.59	-6.7%
	2022	£0	£12.54	-100%
	2021	£0	£11.48	-100%
	2020	£11.40	£11.98	-5%
	2019	£10.91	£11.68	-7%
	2018			
Lower Quartile	2025	£0	£12.64	-100%
	2024	£0	£12.09	-100%
	2023	£0	£11.19	-100%
	2022	£10.17	£9.43	7.2%
	2021	£0	£9.64	-100%
	2020	£0	£9.80	-100%
	2019	£0	£9.63	-100%
	2018			

## Victoria Dock Primary School

### The Numbers and Percentages of our People, by Year and by Quartile

		Number		%	
		Men	Women	Men	Women
Upper Quartile	2025	1	10	9%	91%
	2024	1	8	11%	89%
	2023	1	8	11%	89%
	2022	2	3	40%	60%
	2021	2	5	29%	71%
	2020	2	7	22%	78%
	2019	2	7	22%	78%
	2018				
Upper Middle Quartile	2025	1	10	9%	91%
	2024	0	9	0%	100%
	2023	1	8	11%	89%
	2022	1	4	20%	80%
	2021	0	7	0%	100%
	2020	0	9	0%	100%
	2019	1	8	11%	89%
	2018				
Lower Upper Quartile	2025	2	9	18%	82%
	2024	2	8	20%	80%
	2023	1	8	11%	89%
	2022	0	5	0%	100%
	2021	1	6	14%	86%
	2020	1	7	12%	86%
	2019	1	8	11%	89%
	2018				
Lower Quartile	2025	0	11	0%	100%
	2024	0	9	0%	100%
	2023	0	9	0%	100%
	2022	1	4	20%	80%
	2021	0	7	0%	100%
	2020	0	9	0%	100%
	2019	0	9	0%	100%
	2018				

## Our Median Gender Pay Gaps, by Year and by Quartile

		Hourly Earnings		Pay Gap %
		Men	Women	
Upper Quartile	2025	£28.97	£31.00	-7%
	2024	£26.31	£28.89	-9.8%
	2023	£27.59	£27.92	-1.2%
	2022	£30.37	£24.55	19.1%
	2021	£30.52	£25.92	15%
	2020	£25.57	£25.22	1.3%
	2019	£22.45	£24.06	-7.1%
	2018			
Upper Middle Quartile	2025	£20.28	£20.36	-0.4%
	2024	£0	£20.83	-100%
	2023	£24.71	£21.26	13.9%
	2022	£21.83	£17.02	22%
	2021	£0	£21.84	-100%
	2020	£0	£15.53	-100%
	2019	£20.68	£15.53	24.9%
	2018			
Lower Upper Quartile	2025	£13.91	£13.25	4.7%
	2024	£13.24	£12.36	6.6%
	2023	£11.58	£11.58	0%
	2022	£0	£12.56	-100%
	2021	£10.40	£12.57	-20.8%
	2020	£10.12	£9.93	1.8%
	2019	£9.77	£10.56	-8%
	2018			
Lower Quartile	2025	£0	£12.34	-100%
	2024	£0	£11.77	-100%
	2023	£0	£11.17	-100%
	2022	£10.17	£10.48	-3%
	2021	£0	£10.00	-100%
	2020	£0	£8.60	-100%
	2019	£0	£8.49	-100%
	2018			

## Our Mean Gender Pay Gaps, by Year and by Quartile

		Hourly Earnings		Pay Gap %
		Men	Women	
Upper Quartile	2025	£28.97	£33.61	-16%
	2024	£26.31	£32.18	-22.3%
	2023	£27.59	£30.41	-10.2%
	2022	£30.37	£24.56	19.1%
	2021	£30.52	£28.03	8.1%
	2020	£25.57	£26.02	-1.7%
	2019	£22.45	£26.30	-17.1%
	2018			
Upper Middle Quartile	2025	£20.28	£20.93	-3.2%
	2024	£0	£21.30	-100%
	2023	£24.71	£21.05	14.8%
	2022	£21.83	£17.14	21.4%
	2021	£0	£20.39	-100%
	2020	£0	£16.84	-100%
	2019	£20.68	£16.42	20.6%
	2018			
Lower Upper Quartile	2025	£13.91	£13.45	3.3%
	2024	£13.24	£13.00	1.8%
	2023	£11.58	£12.29	-6.1%
	2022	£0	£12.54	-100%
	2021	£10.40	£13.20	-26.9%
	2020	£10.12	£10.72	-6%
	2019	£9.77	£10.81	-10.6%
	2018			
Lower Quartile	2025	£0	£12.50	-100%
	2024	£0	£11.90	-100%
	2023	£0	£11.04	-100%
	2022	£10.17	£9.43	7.2%
	2021	£0	£9.47	-100%
	2020	£0	£7.19	-100%
	2019	£0	£6.94	-100%
	2018			