

## SEAX Trust Gender Pay Gap Report 2025

### Introduction

The Gender Pay Gap (GPG) report shows the difference in average pay between all males and females across the SEAX Trust’s workforce, which comprised **297** employees at the snapshot date of **31<sup>st</sup> March 2025**.

Average gender pay gap as a <b>mean</b> average between genders	<b>(minus) -0.5%</b> : Females are 0.5% <b>more highly paid</b> than males	
Average gender pay gap as a <b>median</b> average between genders	<b>10.1%</b> : Males are 10.1% <b>more highly paid</b> than females	
Average bonus gender pay gap as a mean average	n/a	
Average bonus gender pay gap as a median average	n/a	
Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment	No bonus payments made	
Proportion of males and females when divided into four groups ordered from highest to lowest pay:		
Upper Quartile	<b>Female 79%</b>	<b>Male 21%</b>
Upper Middle Quartile	<b>Female 75%</b>	<b>Male 25%</b>
Lower Middle Quartile	<b>Female 78%</b>	<b>Male 22%</b>
Lower Quartile	<b>Female 86%</b>	<b>Male 14%</b>

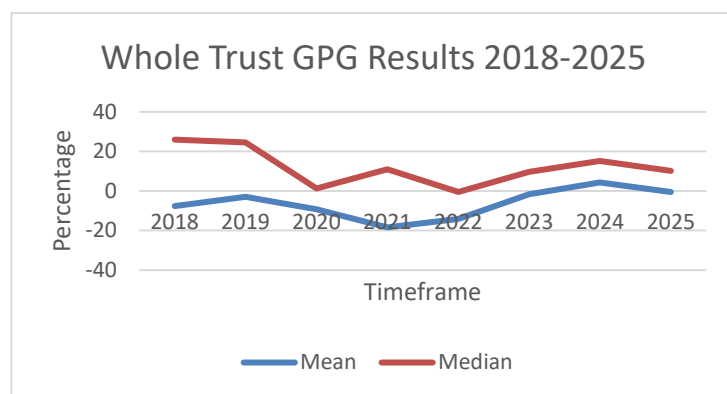


Chart showing GPG progress from 2018-25 at SEAX Trust.

### Gender Pay Gap Narrative

In **2025**, the SEAX Trust’s GPG mean average shows **females** being paid **0.5%** more highly than **males**. The median average of **10.1%** serves to indicate that, *typically*, there is a tendency to recruit or promote males into more highly paid roles. Although the Trust considers its 2025 figures an achievement in a sector where lower-salaried jobs are predominantly occupied by females, it takes reduction of its GPG seriously and further work will be undertaken in the coming year in an attempt to reduce, in particular, the median figure. Provision-specific action plans have been shared with both Headteachers and Trustees for the coming year.

SEAX Trust remains committed to ensuring that all staff receive equal pay for equal work, regardless of gender, or any other characteristic. Teaching staff are remunerated on the national **School Teachers Pay & Conditions** document. Support staff pay follows **Local Government Pay Scales** and is regularly reviewed by Trustees and benchmarked on a national and local basis to ensure that pay correctly reflects the complexity of the work undertaken. Male and female staff at SEAX Trust are treated equally on appointment and throughout their careers with us. SEAX Trust is an equal pay employer.

**Ruth Sturdy**, CEO, SEAX Trust.

