

SEAX Trust Gender Pay Gap Report 2026

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 **345** employees at the snapshot date of **31st March 2026**.

Average gender pay gap as a mean average between genders		(minus) -0.5% : Females are 0.5% more highly paid than males
Average gender pay gap as a median average between genders		2.0% : Males are 2.0% more highly paid 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	Female 80%	Male 20%
Upper Middle Quartile	Female 76%	Male 24%
Lower Middle Quartile	Female 77%	Male 23%
Lower Quartile	Female 91%	Male 9%

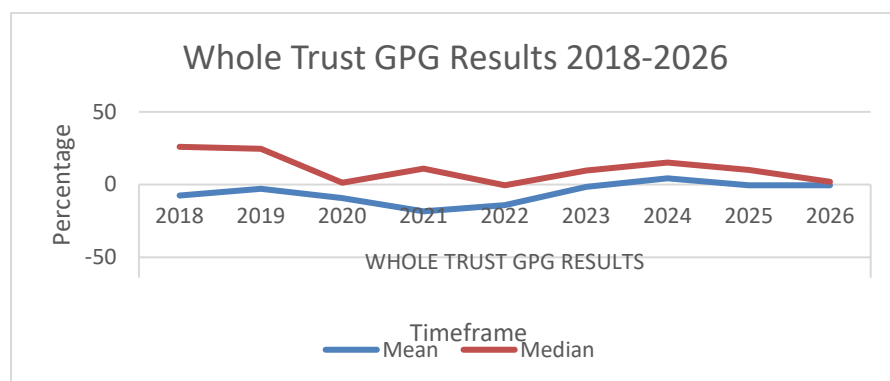


Chart showing GPG progress from 2018-26 at SEAX Trust.

Gender Pay Gap Narrative

In **2026**, the SEAX Trust's GPG mean average shows **females** being paid **0.5%** more highly than **males**. The median average of **2.0%** indicates a small difference in favour of males when comparing the midpoint of earnings across the workforce. The Trust considers these figures to be positive, demonstrating that average pay between male and female employees remains broadly comparable across the workforce. **The reduction in the median gender pay gap from 10.1% in 2025 to 2.0% in 2026 represents a significant improvement and brings the Trust closer to gender pay parity.** The Trust's workforce remains predominantly female across all pay quartiles, with females representing the majority of employees in both lower and higher paid roles. Females comprise 80% of employees within the Upper Quartile and 91% within the Lower Quartile, reflecting the overall composition of the Trust's workforce.

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.

Matt Sambrook, CEO, SEAX Trust.

