

Triumph Learning Trust 2024 Gender Pay Gap Report 2025

What is the gender pay gap?

The gender pay gap is the difference between the average (mean and median) hourly rate of pay that female and male colleagues receive. It is different to equal pay, which considers pay differences between women and men who carry out the same jobs, similar jobs or work of equal value, and instead helps us to consider how women and men are participating in our workforce. All UK organisations with 250 or more employees must report six gender pay gap measures. You can have a gender pay gap within your organisation without having an equal pay issue. Under UK law men and women must receive equal pay for performing 'equal work' ie 'work which is the same, similar, equivalent or of equal value'. To be considered equal it does not have to be 'the same role' or even 'the same function' –the level of skill, responsibility and / or effort are deemed to be equivalent or of equal value, even if the work itself is not similar. This applies to roles which on the surface can seem very different. Gender pay gaps are commonly caused not by unequal pay (so paying men and women differently for equal work) but rather by unequal distribution of staff across roles – where male employees dominate the highest paying roles and female employees are over represented in the lowest paying roles you will have a gender pay gap – even if, like for like, male and female staff are paid equally.

Brightmine analysis data shows trusts are already ahead of many other sectors—with a mean gender pay gap of just 2.2%, far below the national average of 11.2%. One of the clearest gaps is at the top. While women make up a large part of the education workforce, they're still underrepresented in senior roles.

What is in this report?

In accordance with The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 this report publishes pay information for relevant employees, obtained from a 'snapshot' date of 31 March 2025. On this date Rugby Free Secondary School, Rugby Free Primary School, Courthouse Green Primary School and Alderman's Green Primary School were the schools in our Trust, and the relevant pay period was 1 to 31 March 2025. The report explains the information published, considers the reasons for the gender pay gap in the Trust and how the gap may be reduced in the future. The mean gender pay gap is the difference between the sum of the average hourly rates of pay for relevant female colleagues divided by the number of relevant female colleagues, and the sum of the average hourly rates of pay for male colleagues divided by the number of relevant male colleagues. The median gender pay gap lines up the average hourly rates of pay for female and male colleagues separately in order from lowest to highest, and is the difference between the midpoint rate paid to females and the midpoint paid to males.

UK gender pay gap based on all UK submissions for 2024 reporting

8.6%

Median gender pay gap

11.2%

Mean gender pay gap

48.5%

% reducing their median
pay gap from 2023

Summary – on average (ie by the Mean measure) for every £1 a man earns, a woman earns 88p

Gender pay gaps in School Trusts (as reported to Brightmine)

3.3%

Median gender pay gap

2.2%

Mean gender pay gap

62.4%

Female staff as a % of
whole sample

Summary – for senior leaders in school trusts, on average (ie by the Mean measure) for every £1 a man earns, a woman earns 97.8p

Variance

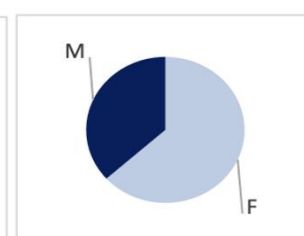
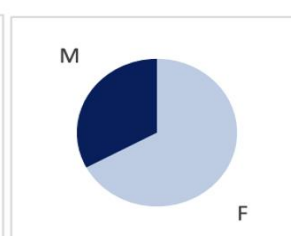
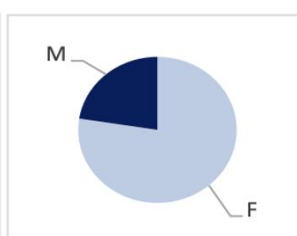
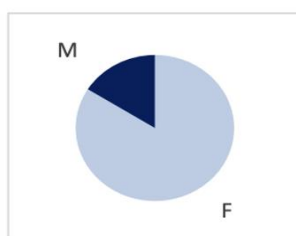
Mean 2022	Mean 2023	Mean 2024	Median 2022	Median 2023	Median 2024
18.9%	15.0%	16.2%	28.7%	24.5%	23.4%

Variance ➡ - 3.9% ➡ + 1.2% ➡ - 4.2% ➡ - 1.1%

The mean and median bonus gender pay gaps are to be reported separately, however the Pay Policy of the Trust does not currently provide for the payment of bonuses.

The proportion of male and female colleagues in each quartile lines up the average hourly rate of pay for all relevant employees together in order from highest to lowest, divides the line up into four equal quartiles and is the gender split in each quartile.

Quartile	Lower %			Lower Middle %			Upper Middle %			Top %		
	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Female	84.8	82.6	83.9	79.3	78.5	77.5	71.0	67.6	67.2	62.2	63.0	63.4
Male	15.2	17.4	16.1	20.7	21.5	22.5	29.0	32.4	32.8	37.8	37.0	36.6



Understanding the gap

What do the numbers show compared to previous years?

- The 2024 data indicates that both the Trust's mean pay gap has increased by 1.2% and median pay gap has decreased by 1.1% since the 2023 reporting year.
- It remains the case that the ratio of female to male colleagues in each quartile decreases as salaries increase, and that posts which command lower average rates of pay are predominantly occupied by females; whilst this reporting year has seen an increase in proportion of males in the lower middle and upper middle quartiles.
- The context continues to be one where the workforce is predominantly female, and where the majority of both teaching and non-teaching roles are undertaken by women:

	Female %			Male %		
	2022	2023	2024	2022	2023	2024
Gender split for relevant employees included in data	74.3	72.9	73.0	25.7	27.1	27.0
Of the 46.3% undertaking teaching roles (2023 41.3%)	65.3	63.5	64.9	34.7	36.5	35.1
Of the 53.7% undertaking non-teaching roles (2023 58.7%)	80.8	79.6	79.9	19.2	20.4	20.1
Top 20 earners based on average rate of pay	65	65	60	35	35	40

Closing the gap

This year has seen an increase in the Trust's mean gender pay gap and a decrease in the median gender pay gaps. The gender pay gap is not a subject that we as a Trust are complacent about, and we are committed to reducing these pay gaps. As a Trust we continue to be committed to equality of opportunity. We do not discriminate when making decisions pertaining to recruitment, performance management, promotion or professional development, and we value diversity and the different contributions that all members of our staffing community are able to make. It remains the case that we hope to attract and retain colleagues by enabling both genders to participate across all levels of the workforce. We also recognise that the needs of people will change throughout their working lives, and are continuing to develop and deliver working practices and policies that are responsive to this. This includes providing opportunities for professional development, creating career pathways across the Trust and supporting colleagues to balance work with caring responsibilities and other commitments and interests outside of the workplace; for example, by providing opportunities for flexible working, career breaks and some enhanced entitlements to family and carer leave. We continue to anticipate that our organisational culture will see the gap narrow in the longer term. We will continue to monitor, evaluate and report on the Trust's progress.