

Gender Pay Report

March 2025



We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee's data. We are required to publish the results on our own website alongside the government's gender pay gap portal.

We can use these results to assess:

- The levels of gender equality in our workplace
- The balance of male and female employees at different levels
- How effectively talent is being maximised and rewarded
- The challenge in our organisation and across Great Britain is to eliminate any gender pay gap

Connect Education Trust Payroll Data (March 2025)

Female employees	400
Male employees	54
Total employees	454

- Women's mean hourly rate is 10.4 % lower
- Women's median hourly rate is 28.64 % lower
- Difference in mean bonus pay is nil
- Difference in median bonus pay is nil
- Percentage of male employees who received a bonus is nil
- Percentage of female employees who received a bonus is nil

Percentage of males and females in each quartile:

Quartile	Male	Female	Total
Upper	15.09%	84.91%	100%
Upper Middle	17.76%	82.24%	100%
Lower Middle	11.32%	88.68%	100%
Lower	4.67%	95.33%	100%

Supporting Narrative

Connect Education Trust have endeavoured to recruit males into the organisation, as they are widely underrepresented in the primary education sector. Generally male staff are underrepresented in the lower quartile pay ranges. However, female staff are by far the most prominent group in the upper pay ranges. Connect Education Trust had been successful in recruiting females into senior positions.