



Gender Pay Gap Report
For snapshot date 31 March 2025
Transforming Futures Trust

Date of report: March 2026 - published

Introduction

Transforming Futures Trust (TFT) is committed to analysing reported gender pay gaps and developing strategies to address this where possible. With a proposed upcoming merger, we aim to ensure the insights and progress we have made will inform the future strategies of the merged organisation to enable a sustained focus on fairness and equality going forward.

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 requires all employers with more the 250 employees to annually report their gender pay gap. This report relates to the snapshot date of 31st March 2025 that is published in March 2026.

The Trust is dedicated to the promotion of equality of opportunity to all employees and supports the fair treatment of all staff irrespective of gender. All posts are aligned to agreed pay scales, with men and women receiving equal pay for equal roles.

The Trust does not have any variation in pay between members of staff performing the same roles.

National terms and conditions apply across both its teaching and support staff. These nationally benchmarked schemes afford the best opportunity to achieve pay parity.

The gender pay gap is the difference between the average earnings of men and women, expressed relevant to men's earnings.

Report Findings and Analysis

Male and Female

The Trust employ a total of 397 employees. Of these, 74.81% are women and 25.2% are men. In our previous reporting year, we noted a consistent dominance of female employees which, is common within the education sector. This year, there is a slight decrease in the proportion of female employees shifting from 75.6% last year to 74.81% this year. The overall gender distribution remains female denominated and the slight shift of 0.8% is noted.

Mean and Median Pay Gaps

Pay Gap	Percentage
Mean Gender Pay Gap	16.7%
Median Gender Pay Gap	28.0%

The gender pay gap results signify that overall, women earn less than men. The Trust are confident this is a result of men and women carrying out different roles at the Trust at different salary rates and not a result of inequality of pay.

This year the mean gender pay gap has slightly decreased from 16.9% (2024) to 16.7%, while the median gender pay gap has slightly increased from 27.5% (2024) to 28.0%. This reflects minor shifts in pay patterns compared to last year.

The greater proportion of men in senior and teaching roles compared to support staff roles, creates a gender gap when looking at the whole workforce.

Difference in the average hourly rate of pay

	Difference in Mean hourly pay	Difference in Median hourly pay
Transforming Futures pay gap (%)	16.7%	28.0%
2024 National pay gap (%)	13.8% (ONS data 2024)	13.1% (ONS data 2024)

During 2022 to 2024 the Trust saw a year on year improvement in both Mean and Median gender pay gap rates. This year, while the Mean gender pay gap has continued to narrow, the Median gender pay gap has seen a narrow increase.

- 2024 reporting at 16.9% Mean and 27.5% Median and;
- 2023 reporting at 19.8% Mean and 33.1% Median and;
- 2022 reporting at 26.9% Mean and 34.3% Median.

A major contributory factor in the pay gap is due to the significant number of females in the workforce. In addition, a number of roles in the lower quartiles are part time and typically women fill more part time roles, which have lower median pay.

Proportion of male to female employees (quartiles)

The table below shows the proportion of male and female relevant employees in pay quartiles for all pay bands and pay rates. All employees regardless of gender, progress through the pay bands in the same way or are employed on the pay rate for their job role. Pay is set in accordance with national statutory pay arrangements for teachers, and support staff are graded in accordance with the local authority grading scheme.

Quartile	Number of Females	Number of Males	% Female	% Male
Lower quartile	73	15	83.0	17.0
Lower middle quartile	70	17	80.5	19.5
Upper middle quartile	63	24	72.4	27.6
Upper quartile	55	32	63.2	36.8

This year, the quartile distribution continues to show a higher proportion of females across all quartiles. In the upper quartile, the percentage of females has increased slightly from the previous reporting period (2024), from 52% to 55%, while males increased from 30% to 32%. In the lower

quartile, females increase from 66% to 73% while males decreased slightly from 20.5% to 17.0%. The slight shift reflects the ongoing pattern in that a higher concentration of women are in teaching and support roles which, remains a key driver in the overall pay gap. Such structural demographics are recognised by the UK government as being the single most significant factor in the overall gender pay gap.

Although we have seen a slight increase in males in the upper quartiles again in this reporting period, we continue to encourage applications from all genders. Further, roles that fall within the lower pay quartiles, remain stereotypically attractive to a larger number of female applicants.

Bonus Payment

Transforming Futures Trust do not award bonus payments.

How does the gender pay gap compare with that of other trusts?

Most organisations have a gender pay gap within the education sector. The national average gender pay gap is 13.8% (ONS). At 16.7%, our gender pay gap is higher than the national average, highlighting a structural occupational pattern within the Trust.

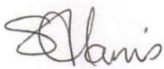
Conclusion

This year we have seen a slight improvement, with the Mean gender pay gap decreasing from 16.9% (2024) to 16.7%. While this is a small reduction, it is reflective of our ongoing commitment to make the Trust an attractive and inclusive workplace and indicates continued progress.

Chief Executive Officer Supporting Statement

I confirm the information has been prepared from our payroll data and represents the Gender Pay Gap information for Transforming Futures Trust.

Signed:



Sandra Harris
Interim Chief Executive Officer

Dated: 31.03.26

Appendix 1 – Gender Pay Gap Calculations

Total Employees (all)	397	
Total Female (all)	297	74.81%
Total Male (all)	100	25.20%

Quartile	Number of Females	Number of Males	% Female	% Male
Lower quartile	73	15	83.00%	17.00%
Lower middle quartile	70	17	80.50%	19.50%
Upper middle quartile	63	24	72.40%	27.60%
Upper quartile	55	32	63.20%	36.80%

Total Hourly pay of Full pay relevant Males	2006.29
Total Hourly pay of Full pay relevant Females	4955.45
No of Full pay relevant Males	88
No of Full pay relevant Females	261
Mean (average) hourly pay for males	22.80
Mean (average) hourly pay for Females	18.99
Mean Gender Pay Gap	16.7%

Median hourly pay male	20.27
Median hourly pay female	14.6
Median gender pay gap	28.0%

Guidance source: <https://www.gov.uk/government/publications/gender-pay-gap-reporting-guidance-for-employers/making-your-calculations>

Appendix 2

Terminology

Mean (calculation) - To find the mean hourly rate for Transforming Futures Trust's full-pay relevant employees, their hourly rates were added together and then divide the total by the number of full-pay relevant employees.

Median (calculation) -The median is the numerical value which splits the top 50% of the population from the bottom 50%. To find the median for Transforming Futures Trust all hourly pay for employees were listed in numerical order; if there is an odd number of values, the median is the number in the middle; if there is an even number of values, the median is the mean of the two central numbers.

Quartiles - In the context of gender pay gap reporting, the four quartile pay bands are created by dividing the total number of full-pay relevant employees (that is, not the pay bands) into four equal parts.

Full Pay relevant employees - The regulations require the overall mean and median gender pay gaps in an organisation to be calculated using 'full-pay relevant employees'. This definition excludes any employees who, during the relevant pay period running up to the snapshot date (typically the previous month or week), are being paid at a reduced rate or not being paid at all.