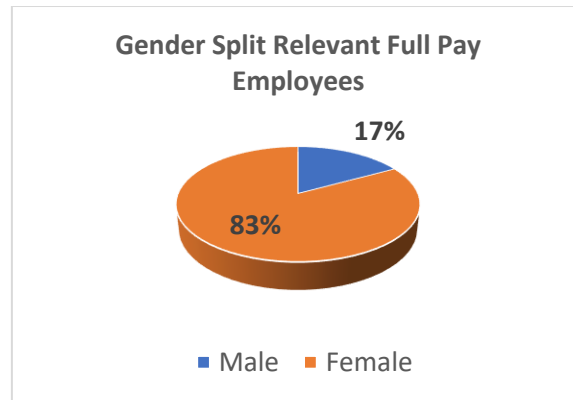


## Gender Pay Gap Reporting

The data below shows the gender pay gap that exists within the Thames Learning Trust, based on the hourly rates of pay for all employees and workers as of 31 March 2025 and bonuses paid in the 12 months to 31 March 2025.

Like most educational organisations, the workforce within the Thames Learning Trust is made up of significantly more female staff. The staff breakdown in question is:

Females: 83%  
Male: 17%



The difference in the mean hourly pay between male and female **full pay relevant employees**:

**19.3%**

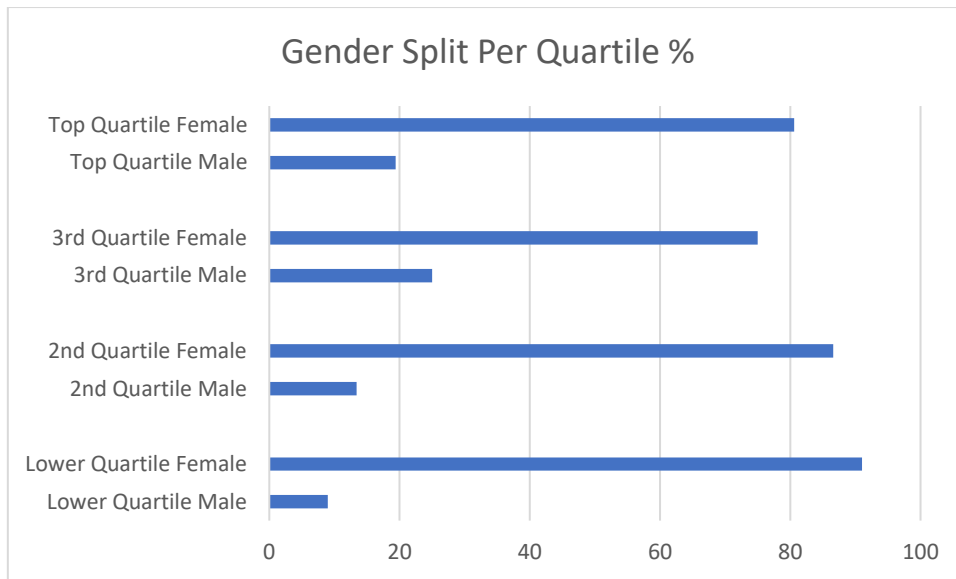
The difference in the median hourly rate of pay between male and female **full pay relevant employees**:

**21.8%**

The current national average pay gap as of April 2025 for all employees is currently **12.8%**. This means that, on average, women earn just over 12.8% less than men.

The proportion of males and female full pay relevant employees in each of four quartile pay bands:

	<b>Female</b>	<b>Male</b>
Lower (0-25% of full –pay relevant employees)	91%	9%
Lower middle (25 – 50% of full pay relevant employees)	86.6%	13.4%
Upper middles (50 – 75% of full pay relevant employees)	75%	25%
Upper	80.6%	19.4%



The majority of employees in the lower quartile are female and perform support roles, such as Teaching Assistants, Cleaners, Midday Supervisors across the Trust. These roles are mainly part time positions due to the nature of the positions.

The Trust follows the National Joint Local Government Services and the Standard Teachers Pay and Condition document.

There are no bonus's paid for any of the relevant employees.

We are confident that there are no pay discrepancies in pay between men and women undertaking the same roles and carrying out the same work.