

GENDER PAY GAP REPORT 2025

This report provides the statutory information that Forward Education Trust is required to publish relating to Gender Pay Gap. New legislation came into force in the UK in April 2017, requiring all employers with more than 250 employees to publish their gender pay gap. At the snapshot date (31st March 2025), Forward Education Trust was made up of 6 academies (Brays School, Hallmoor School, The Bridge, High Point Academy, Leycroft Academy and The Heights Academy).

For the purposes of the Regulations, the definition of employee includes anyone based in Great Britain and employed under a contract of employment, a contract of apprenticeship or a contract personally to do work (i.e. a worker). This is a relatively broad definition and likely to include some consultants as well as workers on zero-hours contracts.

All employers are required to provide 6 measures of gender pay gap. These are:

1. Mean gender pay gap
2. Median gender pay gap
3. Mean bonus gender pay gap
4. Median bonus gender pay gap
5. Proportion of males and females receiving a bonus payment
6. Proportion of males and females in each quartile band.

Why equal pay and gender pay differ

It should be noted that Gender Pay Gap is not the same as unequal pay.

Gender Pay Gap: The difference between hourly earnings of men and women working across an organisation

Equal Pay: Men and women are paid the same for like work

At Forward Education Trust, staff throughout the organisation who undertake the same work are paid the same salary.

Gender Make Up

In our Trust the gender make up of our staff is:



89% women



11% men

Gender Pay Gap

In our Trust the gender pay gap is:

Mean (average) Pay Gap



25.15%

Median (middle value) Pay Gap



20.75%

Bonus Payments

Forward Education Trust is required to report on the percentage gap in bonus pay between all male and female employees in the 12 months preceding the 31st March 2025. The Regulations define “Bonus pay” as any remuneration that:

1. Is in the form of money, vouchers, securities, securities options or interests in securities; and
2. Relates to profit sharing, productivity, performance, incentive or commission.



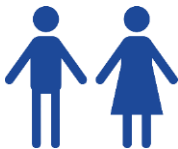

Bonus pay excludes ordinary pay and overtime.

As Forward Education Trust does not currently operate a bonus scheme for its staff, the mean and median gender bonus pay gap stands at 0% therefore this indicator is not applicable to Forward Education Trust.

For the reasons set out above, the proportion of male and female employees receiving a bonus during the relevant period stands at 0% therefore this indicator is not applicable to Forward Education Trust.

Pay by Quartiles

In our Trust the proportion of full-pay men and women in each of the four quartile pay bands is:

Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
			
Female 96.55%	Female 90.52%	Female 87.07%	Female 80.87%
Male 3.45%	Male 9.48%	Male 12.93%	Male 19.13%
All employees whose standard hourly rate places them at or below the lower quartile	All employees whose standard hourly rate places them above the lower quartile but at or below the median	All employees whose standard hourly rate places them above the median but at or below the upper quartile	All employees whose standard hourly rate places them above the top quartile

What are the underlying causes of Forward Education Trust's gender pay gap?

1. Our terms and conditions of employment, including pay, are determined by national negotiating bodies for teachers and local government employees (support staff) and by local consultation. We do not pay our employee's outside of these terms and conditions.
2. Our terms and conditions of employment, including pay, are determined by our Trust.
3. As an employer we are committed to the principals of paying men and women equally for undertaking the same work.
4. Owing to the nature of the roles required within a school, we have an unavoidable large number of part-time, female employees, who occupy very important roles, which have been evaluated to the lower end of the salary structure for support staff and this is reflected in our Gender Pay Gap.
5. Pay progression for both teaching and support staff is performance related and subject to scrutiny of our Trust for equality purposes.
6. We are a Living Wage Employer, paying an hourly rate set by the Living Wage Foundation, which is a higher hourly rate than that of the National Living wage.

This pattern from the UK economy as a whole is reflected in the make-up of Forward Education Trust's workforce, where the proportion of females doing lower graded support staff roles is higher than males.

The median pay gap for the whole economy (according to the April 2025 ONS ASHE figures) is 12.8% down from 13.1% in April 2024. Forward Education Trust's median gender pay gap is 20.75%.

How we can look to tackle the Gender Pay Gap

In an attempt to decrease the pay gap between our male and female employees over the next 12 months, the Trust will look to commit to a number of things.

1. Strengthen Recruitment and Leadership Pipelines

- Monitor recruitment outcomes to identify any patterns around gender representation at each hiring stage.
- Ensure job adverts use inclusive language and are placed across diverse recruitment platforms to attract a wider range of applicants.
- Increase gender diversity within leadership pipelines by proactively encouraging and supporting women to apply for leadership and middle-leadership positions.

2. Promote and Normalise Flexible Working

- Expand awareness of flexible working options for all roles, encouraging both men and women to request arrangements that support work-life balance.
- Review flexible working decisions regularly to ensure fairness and consistency across teams and academies.

3. Support Family Leave and Shared Parental Responsibilities

- Promote the availability and benefits of paternity leave, parental leave, and shared parental leave to increase uptake among male employees.
- Provide clear guidance and support for staff returning from maternity leave or other caring responsibilities, including phased returns and access to development opportunities.

4. Develop and Retain Talent Within the Trust

- Enhance internal development programmes to 'grow our own' talent, with a focus on supporting women to progress into higher-graded roles.
- Ensure returners from extended leave have structured re-induction, mentoring, and access to CPD to support career continuity.

5. Improve Understanding of Staff Turnover

- Analyse exit data by gender to identify trends in why men and women leave the Trust.
- Use evidence from this analysis to inform actions to improve retention, particularly in middle and senior leadership roles.

6. Review Pay and Reward Fairness Annually

- Undertake an annual pay review to identify any areas where gender representation or pay outcomes could be improved.
- Work with leaders across the Trust to ensure performance-related progression is fair, transparent, and consistently applied.

7. Increase Transparency and Communication

- Publish updates on progress each year, including what has worked, where challenges remain, and how actions are being adapted.
- Engage with staff networks, union representatives, and school leaders when developing solutions to minimise the gap.

Declaration

We confirm that the gender pay gap calculations are accurate and meet the requirements of the Equality Act 2010 (Gender Pay Gap Information Regulations 2017).

Signed:



Simon Dilkes, Chief Executive Officer

Date: March 2026