

Gender Pay Gap Reporting 2025 -2026

1. Context

Legislation requires employers with 250 or more employees to publish their gender pay gap data by 30th March each year. This information, which is based on statutory calculations, provides a snapshot of the gender balance within an organisation. It measures the difference between the average earnings of all male and female employees, irrespective of their role or seniority.

Public bodies, including multi-academy trusts, must publish the following data captured on 31 March of the preceding year:

- **Mean* Gender Pay Gap**
- **Median* Gender Pay Gap**
- **Mean Bonus Gender Pay Gap**
- **Median Bonus Gender Pay Gap**
- **Proportion of males and females who received bonus pay**
- **Proportion of males and females in each of four quartile pay bands**

** The **mean** (average) of a data set is found by adding all numbers in the data set and then dividing by the number of values in the set. The **median** is the middle value when a data set is ordered from least to greatest.*

Employment roles within the Trust remain open to applicants of any gender. National pay scales for Teachers and Support Staff are adopted for all posts and employment terms, conditions and practices ensure that men and women receive equal pay for “like” work, work rated as equivalent, and work of equal value.

As at the reporting date, three quarters of the Trust’s workforce were female, with high representation in the lower pay quartiles. This is in line with sector data published by the House of Commons Library, briefing paper 7068, published on 17 November, 2025: [The Gender Pay Gap](#)

2. Gender Pay Gap Data (31 March, 2025)

a. Hourly Rate and Bonus Pay

Mean gender pay gap	24.7%
Median gender pay gap	47.6%
Mean bonus pay gap	0%
Median bonus pay gap	0%
Proportion of males receiving bonus pay	0%
Proportion of females receiving bonus pay	0%

b. Employees by Pay Quartile

Employees	Upper Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile
Proportion of Females in Quartile	61.0%	36.7%	84.2%	78.9%
Proportion of Males in Quartile	39.0%	63.3%	15.8%	21.1%

3. Bench Marking

31 March, 2025

At the time of this publication, limited 2025 benchmarking data was available for comparison with other multi-academy trusts.

Organisation	Employer Size	Mean Gender Pay Gap	Median Gender Pay Gap
Oxlip Learning Partnership	500-999	24.7%	47.6%

31 March, 2024 for reference

Organisation	Employer Size	Mean Gender Pay Gap	Median Gender Pay Gap
Oxlip Learning Partnership	250-499*	21.7%	49.6%
The Children's Endeavour Trust	250-499	31.3%	59.1%
Penrose Learning Trust	500-999	29%	58%
Unity Schools Partnership	1000-4999	25.7%	43.1%

*Note: The reporting date for 2024 preceded the merger of Gippeswyk Community Educational Trust and John Milton Academy Trust

4. Key Points

- The mean and median pay gaps reflect the much higher percentage of female employees across the Trust seeking support posts in the lower middle and lower pay quartiles
- The proportion of males and females in the upper quartile is closer than in any of the other pay bands in the Trust, indicating that senior posts can be accessed equally by both male and female employees
- The Trust recorded a similar gender pay gap in 2025
- The benchmarking exercise undertaken indicates that the Trust is operating in line with others in the education sector locally

5. Next Steps

Oxlip Learning Partnership proposes the following actions in response to this report:

- To maintain career and professional development pathways for all employees;
- To continue to review support staff job descriptions and job families, ensuring roles are correctly evaluated and appropriate benchmarks are used;
- To review the Trust family friendly policies to identify areas where benefits could be enhanced;
- To undertake further analysis and review of gender pay gap data and education specific reporting measures.

Signed by:



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