

# Gender Pay Gap report

Supporting statement - January 2026  
(data captured - 31 March 2025)

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## Reportable data

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 and as an employer with more than 250 employees, Paradigm Trust is required to report on its gender pay gap. The gender pay gap is defined as the difference between the median hourly rate of pay between male and female employees.

At the data capture date of 31 March 2025, the Trust had 488 full pay relevant employees, of whom 398 (81.56%) were female, and 90 (18.44%) were male. The Trust's workforce consists of leadership, teaching and support roles, which are paid in accordance with the relevant pay scales.

The following data will be uploaded onto the government website in relation to the data capture date. This is data that is required by the government, and the Trust has no flexibility in the way it is presented.

## Mean pay gap

The difference between the mean hourly rate of pay that male and female full pay relevant employees receive is 14.84%.

## Median pay gap

The difference between the median hourly rate of pay that male and female full pay relevant employees receive is 25%.

## Bonus pay gap

One member of staff received a bonus within the relevant period.

The proportion of males and females receiving a bonus payment is 1.09% of male employees and 0% of female employees.

The bonus gender pay gap for the Trust is 100%.

The proportion of males and females in each quartile pay band

The percentage of females and males in each quartile is shown below. Please note that the workforce as a whole is 82.29% female and 17.71% male.

Lower quartile	79.85% female and 20.15% male
Lower middle quartile	89.63% female and 10.37% male
Upper middle quartile	80.60% female and 19.40% male
Upper quartile	76.87% female and 23.13% male

What does having a gender pay gap signify?

Many may assume that the existence of an organisational gender pay gap reflects the fact that men are paid more than women for doing the same job. This is not, however, what a gender pay gap signifies. The gender pay gap compares the median female pay with the median male pay, irrespective of job function. In the Trust's case, with the exception of a few senior support staff paid on "spot salaries", all our staff are paid according to pay scales that reflect the nationally agreed ones and have been agreed with the Trust's recognised trade unions. For support staff, the recognised job evaluation scheme that is applied (via trained evaluators) adds a further 'layer' to ensure there is equal pay for work of equal value.

Therefore, it is suggested that we should be less concerned that the gender pay gap is indicative of equal pay issues within the Trust ('equal pay for work of equal value') and rather that the gender pay gap is reflective of disproportionate representation between the genders within certain roles - particularly roles that traditionally pay more, or less. In terms of (lack of) female representation in higher paid posts, this is often referred to as 'the glass ceiling'. It is

therefore potentially far more complex, and therefore more complex to resolve, than 'straightforward' equal pay issues, and requires challenging, for example, peoples' attitudes towards juggling caring responsibilities with a career. Hence the Trust's 'push' in recent years on family friendly policies and changing attitudes towards work/life balance and flexible working.

In terms of the Trust, our highest paid employees are our Chief Executive Officer, followed by service heads and school principals, then middle leaders, followed by teaching staff. The roles with the lowest average pay are midday meal supervisors, teaching assistants, office administration staff and site staff. The Trust's gender pay gap stems from differences in the proportions of women and men occupying these roles.

The Trust's median gender pay gap at 25% represents a decrease of just under 5 percentage points, on last year's figure, which, whilst moving in the right direction, is still higher than the UK national average of 13.1% (Office for National Statistics, November 2025). The Trust's median gender pay gap is just under 3 percentage points lower than the school sector average of 27.6% (Google AI overview). The Trust has made good progress with its gender pay gap over recent years, but is committed to try and reduce it further.

### Paradigm Trust gender distribution

Paradigm Trust has undertaken a detailed analysis of the data to better understand its pay gap. As can be seen below, the Trust employs more women than men in all of the salary quartiles.

The table below shows the proportion of females and males making up each pay quartile over the period 2017-2025. The gender profile within the staff group as a whole has remained reasonably constant during the last eight years. However, when looking at the quartile breakdown, the lower and upper middle quartiles have seen an increase in the male population, whilst the lower middle and upper quartiles have an increase in the female population.

Quartiles broken down by gender																		
	2017		2018		2019		2020		2021		2022		2023		2024		2025	
Quartile	Female %	Male %	Female %	Male %	Female %	Male %	Female %	Male %	Female %	Male %	Female %	Male %	Female %	Male %	Female %	Male %	Female %	Male %
Lower	87	13	91	9	89	11	87	13	90	10	87	13	81.40	18.6	82.84	17.16	79.85	20.15
Lower middle	80	21	88	12	89	11	91	9	89	11	94	6	89.15	10.85	88.72	11.28	89.63	10.37
Upper middle	88	23	84	16	84	16	82	17	82	18	84	16	84.50	15.50	83.58	16.42	80.6	19.4
Upper	77	23	71	29	67	33	66	34	68	32	71	29	72.09	27.91	75.94	24.06	76.87	23.13
Total GPG	83	17	84	16	82	18	82	18	82	18	84	16	81.78	18.22	82.77	17.23	81.74	18.26

The Trust's females are more evenly distributed across the lower and upper middle pay quartiles, and we are beginning to see a more even distribution of male staff across these quartiles.

## Action on the gender pay gap

Since gender pay gap data was first published the Trust has taken a number of steps to try and eliminate any conscious or unconscious bias in employment decisions, and to remove possible barriers to equal progress for males and females within the organisation. This has included ensuring all selection processes for jobs include a skill-based assessment task, positively encouraging job applications from the under-represented gender (where this is the case), and making it clear in all job advertisements that we are open to flexible ways of working. We have also reviewed the composition of our selection panels.

The Trust has been successful in recruiting females into leadership roles, it has again seen an increase based on the previous years' figures with 81.63% of roles at assistant principal level or above being held by females. This is in line with the number of females in the Trust's whole staffing population.

With regards to part-time working, there is a high take-up within the Trust. Part-time/flexible working is well established amongst the Trust's teaching staff at all levels. In the teaching staff population as a whole, 33.03% are part-time, and 36.95% of the Trust's teaching leadership staff are part-time.

## Proposed actions moving forward

- Continue to ensure that the Trust recruitment and selection guidance is followed, and develop a 'how to guide/training' on shortlisting
- Continue positively encouraging the underrepresented gender in all recruitment advertising. As a minimum, this should include school support staff roles (in which males are under-represented in certain roles), and central services appointments (to encourage more females into senior level roles, and males into more middle/junior roles)
- Continue to promote flexible working in recruitment adverts, in particular, leadership roles
- Continue to champion diversity, equity, inclusion and belonging (DEIB) in employment across the Trust, in line with the DEIB framework.

Declaration from Bill Holledge, CEO

I can confirm that the above information has been prepared using Paradigm Trust's payroll data from the snapshot date of 31 March 2025 and fairly represents the gender pay gap information.

A handwritten signature in black ink that reads "W. D. Holledge" with a stylized flourish at the end.

Bill Holledge  
Chief Executive Officer, Paradigm Trust