

2025-26 Gender Pay Gap Report

TRUST VISION STATEMENT

“The kingdom of heaven is like a mustard seed, which a man took and planted in his field. Though it is the smallest of all seeds, yet when it grows, it is the largest of garden plants and becomes a tree, so that the birds come and perch in its branches.” (Matthew 13: 31-32)

In the parable of The Mustard Seed, Jesus reminds us that even the smallest of seeds has the potential to grow into the fullness of itself. We aim to provide the right environment for our children, and all whom we serve, to flourish into the fullness of themselves. He tells us these seeds grow into trees, capable of providing a home for a rich diversity of life, our work is to ensure all in our communities grow into people of compassion and wisdom with a deep spiritual understanding of how to support the needs of others.

1 Introduction

The LDBS Academies Trust and LDBS Academies Trust 2 are committed to promoting equality, diversity and inclusion throughout our schools and central services. We are proud of our diverse workforce and are committed to ensuring that all employees are treated fairly and have equal access to opportunities for recruitment, development and progression.

This report sets out our gender pay gap information for the reporting period ending 31 March 2026 and provides commentary on the factors influencing the results. The report covers a combined workforce of 313 employees across the Trusts. Of these employees, 275 (88%) are female and 38 (12%) are male.

2 Understanding the Gender Pay Gap

A gender pay gap is different from equal pay.

Equal pay relates to men and women receiving equal pay for carrying out the same or equivalent work. The Trust applies nationally recognised pay frameworks and grading structures which are applied consistently regardless of gender.

The gender pay gap measures the difference between the average earnings of male and female employees across the whole workforce. It is influenced by the types of roles undertaken by employees and the overall distribution of employees across grades and occupational groups.

The existence of a gender pay gap does not in itself indicate unequal pay for equivalent work.

3 Our Gender Pay Gap Results

For the reporting period ending 31 March 2026:

Measure	Gender pay gap
Mean	15.2%
Median	17.2%

No bonus payments were paid and therefore there is no bonus pay gap to report.

The average hourly pay rate for female employees is £22.40, compared with £26.42 for male employees.

The median hourly pay rate is £17.33 for female employees and £20.92 for male employees.

For comparison, the UK gender pay gap for all employees was 12.8% in April 2025 (ONS).

4 Workforce Composition

Education is a sector in which women make up a significant majority of the workforce and this is reflected within the Trust.

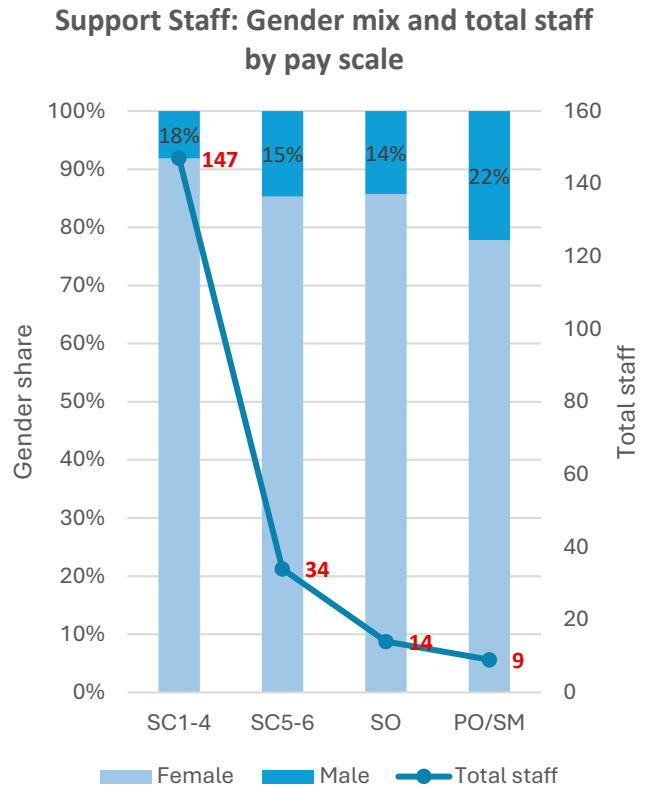
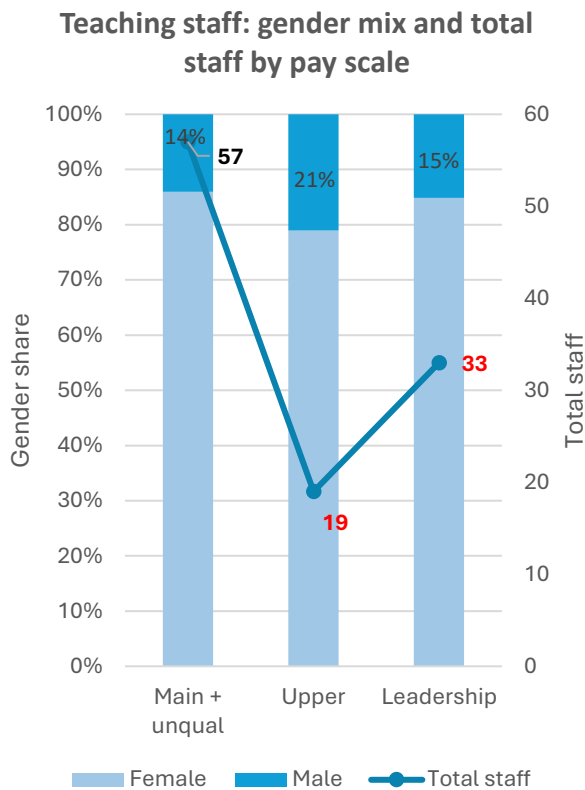
Women represent 88% of all employees and are strongly represented throughout the organisation, including within leadership and higher-paid roles. Analysis of pay quartiles shows that women comprise the following percentage in each quartile:

Quartile	% women
Lower pay quartile	82%
Lower-middle pay quartile	87%
Upper-middle pay quartile	87%
Upper pay quartile	95%

The fact that women represent 95% of employees within the highest-paid quartile demonstrates that women are well represented in senior and higher-paid positions across the Trust.

5 What Is Driving the Gender Pay Gap?

The Trust has reviewed the composition of its workforce and the distribution of employees across occupational groups and pay grades.



The analysis indicates that the gender pay gap is primarily influenced by workforce structure rather than by evidence of unequal pay for equivalent work.

Women make up the overwhelming majority of the Trust's workforce and are strongly represented at every pay level, including the highest pay quartile, where they represent 95% of employees. This indicates that the gender pay gap is not driven by an absence of women in senior or higher-paid roles.

Instead, the gap appears to reflect the way in which a relatively small number of male employees are distributed across the workforce. Because men represent only 12% of the total workforce, their placement within particular occupational groups and higher-paid grades has a proportionately greater effect on the male average and median hourly pay figures.

At the same time, the Trust employs a much larger number of female employees across the full range of roles, including support staff and lower-paid grades. This wider distribution of female employees influences the overall average and median hourly pay figures.

The Trust's current analysis therefore indicates that the reported gender pay gap is principally linked to workforce composition and role distribution, rather than evidence of unequal pay for comparable roles.

6 Our Commitment

Whilst the Trust's current analysis indicates that the gender pay gap is largely driven by workforce composition and role distribution, the Trust remains committed to monitoring the position carefully and ensuring equality of opportunity for all employees.

The Trust will:

- Review gender distribution by role type and pay grade annually, including teaching, leadership, support staff and central team roles.
- Monitor the impact of the small male cohort on the overall mean and median pay gap figures.
- Compare gender pay gap data with workforce composition and pay quartile data, so that trustees can understand the key drivers of any change.
- Review recruitment, promotion and progression opportunities for leadership, higher-paid and support staff roles to ensure they remain fair, transparent and accessible.
- Report findings annually to trustees and retain consistent data to support year-on-year comparison.

7 Looking Ahead

The Trust recognises the importance of transparency and will continue to review workforce data to better understand trends and patterns over time.

Future reports will seek to include longitudinal comparisons, allowing trustees, employees and other stakeholders to understand whether the gender pay gap is changing over time and to assess the impact of the Trust's ongoing equality and inclusion initiatives.

8 Conclusion

The LDBS Academies Trust and LDBS Academies Trust 2 employ a predominantly female workforce, with women strongly represented across all pay quartiles and comprising 95% of employees within the highest pay quartile.

The Trust's current analysis indicates that the mean gender pay gap of 15.2% and median gender pay gap of 17.2% are driven principally by workforce composition and the distribution of employees across occupational groups and pay grades, rather than differences in pay for equivalent work.

The Trust remains committed to equality of opportunity, fair pay practices and maintaining a workplace in which all employees can develop and progress irrespective of gender.