

# The Children's Endeavour Trust

## Gender Pay Gap Report 2024.25



Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, and as an employer with over 250 employees, CET is required to measure and report on the gender pay gap in the Trust.

This report provides a snapshot of the gender balance within the organisation as of 31<sup>st</sup> March 2025 and analyses the difference between the earnings of male and female employees regardless of their role or seniority.

The Children's Endeavour Trust (CET) is a primary academy trust and, at this time, was made up of 8 schools in the Ipswich and Stowmarket areas.

To fulfil the regulatory requirements, this report contains information on the following six measures:

- mean gender pay gap in hourly pay
- median gender pay gap in hourly pay
- mean bonus gender pay gap
- proportion of males and females receiving a bonus
- median bonus gender pay gap
- proportion of males and females in each pay quartile

The overall measure of the gender pay gap is the difference between the mean or median hourly rate of pay for female and male employees. This can be seen in table A

### Mean and Median gender pay gap - hourly pay

|  | 2025  | 2024  |
|--|-------|-------|
| Mean gender pay gap using hourly pay   | 37.1% | 31.3% |
| Median gender pay gap using hourly pay | 62.1% | 59.1% |

Table A

Table A shows that on average (mean and median) male employees are paid at higher rates than female employees. This is due to a lower number of males employed in the Trust compared to females and those males being in more senior positions.

### Percentage of Men and Women in Each Hourly Pay Quarter

|                                 | 2024.25 |       | 2023.24 |       |
|---------------------------------|---------|-------|---------|-------|
|                                 | Men     | Women | Men     | Women |
| Upper hourly pay quarter        | 17.8%   | 82.2% | 16.4%   | 83.6% |
| Upper middle hourly pay quarter | 10.9%   | 89.1% | 10.6%   | 89.4% |
| Lower middle hourly pay quarter | 4.2%    | 95.8% | 5.7%    | 94.3% |
| Lower hourly pay quarter        | 0.8%    | 99.2% | 2.5%    | 97.5% |

Table B

Table B analyses the proportion of males and females in each pay quartile. The table shows there are a higher number of women than men in all quartiles especially the bottom 2. In comparison to 2023.24 the gap increased for the lower quarter and remained largely static for the upper middle and lower middle quarters.

No bonuses were paid to staff for the reporting period as per table C & D.

### Percentage of men and women who received bonus pay

|  | Men | Women |
|--|-----|-------|
| Percentage of men and women who received bonus pay | 0 % | 0 %   |

### Table C

#### Mean and median gender pay gap using bonus pay

|                                       |                |
|---------------------------------------|----------------|
| Mean gender pay gap using bonus pay   | Not applicable |
| Median gender pay gap using bonus pay | Not applicable |

### Table D

#### Employee headcount

|   |            |
|---|------------|
| Number of employees used to establish your headcount for gender pay gap reporting, on snapshot date | 250 to 499 |
|---|------------|

### Narrative

The gender pay gap within the Trust does not reflect unequal pay for equal work. Rather, it arises primarily from the composition of the workforce and the distribution of roles across the organisation.

The Trust employs a higher proportion of support staff than teaching staff. Support staff play a vital role in the effective operation of our academies and the delivery of education. Many of these roles are parttime and termtime only and are predominantly occupied by female staff, reflecting the flexibility that school based roles can offer.

Across the public sector, and particularly within education, it is common for women to make up a significant proportion of the workforce. Women are also more likely to take career breaks and, on returning to employment, may seek roles that offer flexible working arrangements. During the reporting period, leadership across the Trust remained predominantly female, with six of the eight schools led by women and two led by men.

The Trust operates as an equal opportunities employer and does not discriminate on the basis of gender. Pay scales for both teaching and support staff are set nationally and applied consistently across the Trust. We are committed to ensuring that our recruitment, pay and progression processes remain fair, transparent and free from gender bias.

### Trust actions

We are committed to reducing our gender pay gap and have agreed to the following actions:

- To ensure that our recruitment processes, pay and professional development policies are fair and transparent
- Continue to develop future leaders

I can confirm that the information published here is accurate



Signature:

Date: 24<sup>th</sup> February 2026

Status/position: Daniel Jones, Chief Executive Officer

Next snapshot date 31/03/2027