

SAPIENTIA EDUCATION TRUST (SET)

GENDER PAY REPORT 2025 (Snapshot date 31.03.25)

The Board of Trustees and the CEO remain committed to promoting equality, diversity, and fair treatment across the Trust. Workforce strategies continue to align with these principles, ensuring transparency and equity for all staff.

The leadership team recognises the importance of narrowing the gender pay gap and upholding the principle of equal pay.

Sapientia Education Trust operates as a Multi Academy Trust now with 11 primary and 9 secondary schools across Norfolk and Suffolk.

Teaching staff salaries follow the School Teachers' Pay and Conditions Document, which is reviewed annually, and all support staff salaries align with NJC pay scales. All roles are graded and go through a job evaluation process. Using national pay structures reduces inequality risk.

The Trust continues to report annual gender pay differences under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The mean gap of 19.4% indicates that on average, men earn more than women. The median gap of 34.7% is significantly higher which highlights that women are more so in lower paid roles compared to men.

MEAN & MEDIAN PAY GAPS

Male	22.54	MEAN HOURLY RATE	
Female	18.17	MEAN HOURLY RATE	
MEAN GENDER PAY GAP			19.4%
Male	21.87	MEDIAN HOURLY RATE	
Female	14.29	MEDIAN HOURLY RATE	
MEDIAN GENDER PAY GAP			34.7%

GENDER SPLIT OVERALL

73.9%	Female	940
26.1%	Male	332

This reflects the education sector trend, where female representation is much higher making up nearly three quarters of staffing at 73.9%. Many female staff work term time or part time to balance family life, and these influences pay distribution within the sector, however we do not consider this as a barrier to continue trying to reduce the gap. Female representation does remain strong across all pay quartiles. The upper quartile, women account for almost three quarters of the higher paid positions which shows great progress towards having a leadership balance in the Trust.

Female representation remains at its highest in the lower quartile (86.2%), which largely consists of term time roles such as Teaching Assistants. In the upper quartile, whilst women make up nearly three quarters of staff the lower quartile drives the overall pay gap. The gap is primarily influenced by the lower and lower middle quartiles, where roles are graded lower and are predominantly female.

PAY QUARTILES BY GENDER - PERCENTAGE %		
LOWER	FEMALE	86.2%
	MALE	13.8%
LOWER MIDDLE	FEMALE	78.9%
	MALE	21.1%
UPPER MIDDLE	FEMALE	68.2%
	MALE	37.7%
UPPER	FEMALE	73.9%
	MALE	26.1%

This report reflects the position as of **31 March 2025** and has been prepared using payroll data.

Compared to last year we have achieved a reduction in the mean pay gap of 1.2% but have seen an increase in the median pay gap of 3.7%. There are no bonus figures to report this year. We have seen an increase in staffing of 226 since the last gender pay gap report which is the likely reason for the median increase.

The Trust will continue to focus our efforts on:

- Reviewing recruitment, job evaluation and promotion processes to ensure fairness.
- Creating career pathways and encouraging progression for part time and term time staff.
- Monitoring pay structures and conducting regular job evaluations to ensure fairness across bandings and that job roles are correctly graded in pay.

The Trust remains committed to reducing disparities and promoting equality across all levels of the organisation.