



Everychild Partnership Trust Gender Pay Gap Summary Report

Snapshot Date: 31 March 2024

Published: March 2025

Engage, Equip, Empower

Introduction

We are committed to fostering a diverse and inclusive workforce at every level of our organisation. The Trust is dedicated to promoting fair and equal treatment for all employees, regardless of gender. Our policies are designed to:

- Promote equal opportunities for everyone
- Ensure fair and equitable pay decisions
- Maintain transparent recruitment procedures
- Support effective hiring and staff retention practices
- Encourage flexible working arrangements for both men and women, where operationally feasible, as a proven approach to narrowing the Gender Pay Gap

What Is the Gender Pay Gap?

Gender Pay Gap is a measure of the difference between men's and women's average earnings across an organisation. It is expressed as a percentage of men's earnings. The legislation states that specific key metrics should be highlighted, these are:

1. the difference in the mean pay of full-pay men and women, expressed as a percentage;
2. the difference in the median pay of full-pay men and women, expressed as a percentage;
3. the difference in mean bonus pay of men and women, expressed as a percentage;
4. the difference in median bonus pay of men and women, expressed as a percentage;
5. the proportion of men and women who received bonus pay; and
6. the proportion of full-pay men and women in each of four quartile pay bands.

- **Gender Pay Gap** = Difference in average pay between men and women across the organisation
 - Not the same as **Equal Pay**, which is about equal pay for equal work
 - Reported in line with government legislation
-



Key Workforce Facts

- **Total Employees:** 272
- **Workforce Composition:**
 - 93% Women
 - 7% Men
- Across 5 primary schools, an independent nursery and the trust central office

Our Gender Pay Gap

Hourly Pay Difference (2024):

- **Mean (Average):** 33%
- **Median (Midpoint):** 47%
- **Bonus Pay:** No bonus pay awarded to men or women.

Gender Distribution by Pay Band

Pay Quartile	% Women	% Men
Lower	97%	3%
Lower Middle	91.7%	8.3%
Upper Middle	93.5%	6.5%
Upper	88%	12%

How we are reducing the Gender Pay Gap

- Expanding flexible working opportunities for both men and women, recognised as a crucial factor in closing the gender pay gap
- Enhancing leadership and promotion pathways for women through our 'Growing Great Leaders' development programme
- Offering leadership coaching to boost confidence and prepare women for promotion opportunities
- Refining our recruitment and selection methods to ensure equal opportunities
- Providing support for employees returning from family leave to ensure a smooth transition back into the workplace.



Next Steps in 2025

- Explore more flexible working at recruitment and beyond
- Review job adverts to encourage gender diversity in all roles
- Reassess pay structures, especially in lower-paid positions
- Continue our development programmes for aspiring women leaders
- Explore the use of extended HR data programmes as an analytical tool to identify and address disparities

Our Ongoing Commitment

We will:

- Continue building an inclusive, transparent, and fair culture
- Focus on accountability, equity, and opportunity at every level
- Ensure all employees are treated fairly, regardless of gender

Declaration

We confirm that the above information has been prepared from our payroll data on the snapshot date and fairly represents the Gender Pay Gap information for Everychild Partnership Trust.

Glenn Livingstone
Chief Executive

Jill Abbott
Director of Finance & Operations