

Gender Pay Gap Reporting

The Pyramid Schools Trust is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Any employer with 250 or more employees on a specific date each year (the 'snapshot date') must report their gender pay gap data.

The gender pay gap is the difference between the average pay of men and women in an organisation.

The snapshot date for this report is 31 March 2025.

Hourly pay gap

In this organisation, women earn 58p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 42.5% lower than men's.

The percentage of women in each pay quarter

Pay quarters show the percentage of men and women employees in four equal sized groups based on their hourly pay.

Pay quarters give an indication of women's representation at different levels of the organisation.

In this organisation, women occupy 68.9% of the highest paid jobs and 87.0% of the lowest paid jobs.

Pay Quarter	Women	Men
Upper hourly (highest paid)	69.9%	30.1%
Upper middle hourly	78.7%	21.3%
Lower middle hourly	84.6%	15.4%
Lower hourly (lowest paid)	87.0%	13.0%

Pyramid Schools Trust

Address: Harlington Upper School, Goswell End Road, Harlington LU5 6NX

Telephone: 01525 755100

Email: contactus@pyramidschoolstrust.org

Website: pyramidschoolstrust.org

Bonus pay gap

No bonuses were paid.

Supporting Statement

The Pyramid Schools Trust recruit the best person for the job regardless of their gender. All our roles are evaluated to ensure fair pay for the role and each role is advertised with no gender bias. All members of staff working with the same job description are paid within the same grade boundaries regardless of their gender.

The Pyramid Schools Trust continues to operate as an equal opportunities' employer, and does not discriminate in any way (as defined by the Equalities Act 2010 and other relevant legislation), regarding recruitment, performance management and career development opportunities.

All of our posts are aligned to nationally and locally agreed pay scales with men and women paid within the same band for the same role.

The Gender Pay Gap is a high level, non-adjusted indicator of male and female earnings which is affected by workforce distribution and workforce make up. Although the Trust does not have any variation in pay between male and female staff undertaking the same role there is a greater proportion of males in teaching roles compared to support staff roles. This results in a perception of a gender pay gap across the mean and median when reviewing the total workforce.

There has been an increase of 5.8% in the women employees in lower quartile over the previous year, from 81.2% to 87.0%.

There has been a smaller increase of 0.6% in the women employees in lower middle quartile over the past year, from 84.0% to 84.6%.

There has been an increase of 4.2% in the women employees in the upper middle quartile from 75.5% to 79.7% and a smaller increase of 2.1% in the upper quartile from 66.8% to 68.9%.

Proportionately there are more women working in support staff roles, predominantly these are lower paid and mostly part time support roles.

Women hold the majority of roles in the upper quartiles.