



# Vanguard Learning Trust

## Gender pay gap report, 2025

### Background

The gender pay gap is the difference in the average earnings between all men and women in an organisation. In the UK, public, private and voluntary sector organisations with 250 or more employees are required to report on their gender pay gaps annually.

Employers must report six different measures, based on a snapshot of pay data on a date set out by the Government Equalities Office ([click here](#)):

- percentage of men and women in each hourly pay quarter;
- mean (average) gender pay gap for hourly pay;
- median gender pay gap for hourly pay;
- percentage of men and women receiving bonus pay;
- mean gender pay gap for bonus pay; and
- median gender pay gap for bonus pay.

Headline figures about the gender pay gap tend to focus on the median figure, which is less affected by extreme scores compared with the mean and is therefore thought to be the most representative measure in this context. This report shows the difference between the average earnings of men and women expressed relative to men's earnings.

Equal pay looks at the difference in men and women's pay for the same or similar work. It is possible to have a gender pay gap and to pay men and women fairly. If an organisation has a gender gap, it does not mean that one gender is necessarily being paid more than the other for the same role because one gender could occupy a greater proportion of higher-paying roles compared with the other. Equal pay does, however, consider whether men and women are being paid the same for similar work. Therefore, the analysis of a gender pay gap takes into account the whole organisation's pay and compares key metrics for men and women, whereas equal pay considers whether men and women are being paid fairly for doing the same/similar role within the organisation.

This report covers the 2025–2026 reporting cycle, using a snapshot date of 31st March 2025.

### Vanguard Learning Trust

Vanguard Learning 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 employees' career-development opportunities. Vanguard Learning Trust ensures full compliance with equal pay by:

- adopting full compliance with the school teachers pay and conditions document (STPCD);
- following the national joint council (NJC) "Green Book" for support staff, with particular reference to pay and conditions; and
- ensuring that recruitment is focussed on skills and qualities rather than demographic characteristics.

**Table 1: Percentage of men and women<sup>1</sup> in each hourly pay quarter**

	Men as a percentage (%)	Women as a percentage (%)
<b>Percentage of men and women</b>	22.3	77.6
<b>Upper hourly pay quarter</b>	36.5	63.5
<b>Upper middle hourly pay quarter</b>	23.36	76.64
<b>Lower middle hourly pay quarter</b>	18.69	81.31
<b>Lower hourly pay quarter</b>	11.1	88.89

Table 1 shows that the proportion of women that fulfil the criteria of being ‘relevant employees’ as defined by the Government and Equalities office decreased by 1% in 2025, following a slight increase in 2024. The proportion of women in the lower hourly pay quarter reduced by almost 5% in 2025. This is the second consecutive year where a decrease in this category was recorded. Increases in the proportion of women in the upper middle and lower middle pay quarters of approximately 1% have been recorded for this reporting cycle. This is the second consecutive year where this has occurred.

The factors that have the greatest impact on the Trust’s gender pay gap are:

- fewer women than men work in the most senior roles in the Trust;
- a large proportion of part-time and term-time only employees are women;
- the vast majority of support staff, who have average salaries less than those of teaching staff, are women; and
- a greater proportion of women work part-time and part-time roles are more common in the lower pay quartiles.

**Table 2: Mean and median gender pay as a percentage hourly pay<sup>2</sup>**

Mean gender pay gap using hourly pay (%)	21.5
Median gender pay gap using hourly pay (%)	36.6

Table 2 shows the mean pay gap which is the difference between average hourly earnings of men and women. The median pay gap is the difference between the mid points in the ranges of hourly earnings of men and women. This data shows that the gap between the mean hourly wages for men and women has decreased by 2% since the 2024 reporting cycle, which is an overall reduction of 3% since the 2023 reporting cycle. The gap between median hourly wage for men and women has remained constant at 36.7% in the 2024 reporting cycle compared with the same period in 2023. The mean, whilst being affected by outliers, is more indicative because of the disproportionate number of men and women in the bands.

The median gender pay gap for public services, based on all UK submissions for 2024, was 8.6%. The mean gender pay gap for public services, based on all UK submissions for 2024, was 11.2%. These figures include all employment sectors. There are no national figures for mean and media gender pay gap of academy trusts.

<sup>1</sup> HMRC only recognises “male” and “female”. Where an employee has not declared their gender or does not identify with the two aforementioned genders, in line with ACAS guidance ([click here](#)) they have been removed from the calculations.

<sup>2</sup> A positive percentage shows that women have lower pay or bonuses than men.

**Table 3: Percentage of men and women who received bonus pay<sup>3</sup>**

	Men	Women
Percentage who received bonus pay (%)	1.04	0.3

Vanguard Learning Trust awarded non-consolidated payments in 2024. As there were no non-consolidated payments made in 2023, there is an increase in the percentages of both men and women receiving the Equalities Office definition of a “bonus”.

**Table 4: Mean and median gender percentage pay gap using bonus pay<sup>4</sup>**

Mean gender pay gap using bonus pay (%)	88
Median gender pay gap using bonus pay (%)	88

Table 4 shows that both the mean and median percentage pay gaps are equal at 88%.

**Table 5: Employee headcount**

	Male	Female
Genders of “relevant” employees as defined by the Government and Equalities Office ( <a href="#">click here</a> )	96	333

Table 5 shows that the vast majority of ‘relevant’ employees continue to be female, despite a small overall decrease in the number of female employees and increase in the number of male employees. The majority of support staff at Vanguard Learning Trust work term-time only and many of these work part-time hours. 85% of Vanguard Learning Trust support staff included in the calculations are female, which is lower than the national average of approximately 90% from data published in June 2025 ([click here](#)). Support staff tend to earn less than their teaching counter-parts (as confirmed in Table 1).

### How is the Trust supporting gender equality?

The Trust continues to challenge the historical imbalance in the education sector where a disproportionate number of lower paid support staff roles are occupied by female colleagues. The Trust continues to ensure that all senior and middle leaders undertake recruitment training, including recognising and challenging unconscious gender bias. It is committed to facilitating flexible working arrangements, where business needs permit, which leads to improved recruitment and retention. Underpinning all actions is Vanguard Learning Trust’s equality duty policy which sets out the commitment to ensure that all people within the Trust, including students and staff, feel respected and valued and that recruitment and selection is open, transparent, fair and equal.

<sup>3</sup> The Equalities Office has defined a “bonus” for the purposes of gender pay gap reporting ([click here](#)).

<sup>4</sup> As footnote 2 above.