



LYDIATE
LEARNING
TRUST

ENGAGE, ENABLE,
EMPOWER

Lydiate Learning Trust Gender Pay Gap Report 2025

Why do we have a gender pay gap?

Lydiate Learning Trust is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The overall gender pay gap is defined as the difference between the mean (average) or median (actual midpoint) hourly rate of pay of male and female employees.

Legally, men and women must receive equal pay for:

- The same or broadly similar work.
- Work rated as equivalent under a job evaluation scheme.
- Work of equal value.

The Trust is committed to equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or anything else listed above).

At the snapshot date March 2025, the Trust had 511 employees who count as full pay relevant employees (the definition used for reporting gender pay). There are 385 females 75.34% and 126 males (24.66%).

Lydiate Learning Trust Report

This is our annual gender pay gap report for the snapshot date of March 2025.

Our mean gender pay gap is 12.36%.

Our median gender pay gap is 35.24%.

Our mean gender bonus gap is N/A.

Our median gender bonus gap is N/A.

The proportion of male employees receiving a bonus is N/A% and the proportion of female employees receiving a bonus is N/A.



Table 1: Pay quartiles by gender

The table below shows our workforce divided into four equal-sized groups based on hourly pay rate. Band A includes the lowest-paid 25% of employees (the lower quartile) and band D covers the highest paid 25% (the upper quartile).

Band	Males	Females	What is included in this band?
A	22.05%	77.95%	All employees whose standard hourly rate is within the lower quartile
Employees	28	99	
B	17.9%	82.81%	All employees whose standard hourly rate is more than the lower quartile but the same or less than the median
Employees	22	106	
C	32.03%	67.97%	All employees whose standard hourly rate is more than the median but the same or less than the upper quartile
Employees	41	87	
D	27.34%	72.66%	All employees whose standard hourly rate is within the upper quartile
Employees	35	93	



LYDIATE
LEARNING
TRUST

ENGAGE, ENABLE,
EMPOWER

How does our gender pay gap compare with that of others?

Mean Gender Pay Gap The mean gender pay gap for the UK economy (according to the October 2025 ONS ASHE figures) is 13.4%. Within the education sector, the mean gender pay gap is 17.9%.

At 12.36%, our mean gender pay gap is lower than both the national average and the education sector average.

Median Gender Pay Gap

The median gender pay gap for the UK economy is 12.8%, and within the education sector it is 27.6%. At 35.24%, our median gender pay gap is higher than both the national average and the education sector average.

Summary

Although women make up the majority of our overall workforce, they are not spread evenly across all pay levels. Women represent the majority in all four pay quartiles; however, the proportion of men increases in the upper-middle and upper quartiles compared with their overall workforce representation of around 25%.

For example, women account for 77.95% of the lower quartile and 82.81% of the lower-middle quartile. Women also remain the majority in the upper-middle quartile (67.97%) and the upper quartile (72.66%), but men make up a proportionally larger share of these higher-paid groups (32.03% and 27.34% respectively) when compared with their overall workforce share.

Because men are proportionally more represented in the higher-paid quartiles, the “typical” male employee sits higher in the pay distribution than the “typical” female employee. This leads to our median gender pay gap of 35.24%, which is higher than both the national median of 12.8% and the education sector median of 27.6%.

Importantly, this does not mean that men and women are paid differently for performing the same or equivalent work. Instead, the gap reflects the structure of our workforce. Women are numerically dominant across all pay levels, but men are slightly more concentrated in higher-paid roles relative to their overall numbers. This difference in distribution is the main driver of our gender pay gap.



LYDIATE
LEARNING
TRUST

ENGAGE, ENABLE,
EMPOWER

Supporting Statement

The Trust recognises that gender pay gaps within the education sector are strongly influenced by workforce composition, including the high proportion of women employed in lower-paid support and operational roles and the higher proportional representation of men in certain specialist or senior positions.

The gender pay gap reflects these national and sector-wide patterns rather than any difference in pay for men and women undertaking equivalent work. To address this, we continue to monitor the distribution of roles across our Trust to ensure that opportunities for progression, training and development are fair, transparent and accessible to all.

We remain committed to taking positive steps to support career progression at every level and to reduce barriers that may disproportionately affect women. This includes promoting flexible working where operationally possible, strengthening leadership development pathways, reviewing recruitment and selection processes for bias, and ensuring all staff have access to clear progression routes. By taking these actions, we aim to create a more balanced workforce across all pay levels and support long-term improvements in representation and opportunity.

This information has been prepared from our payroll data on the snapshot date and fairly presents the Gender Pay Gap information for Lydiate Learning Trust.

The statement is signed by CEO and Accounting Officer and presented on the Trust website.

Signed:

Ann Stahler
CEO and Accounting Officer