



Gender Pay Gap Report

April 2026

Introduction

Heartwood Learning Trust is a multi-academy trust based in North Yorkshire & East Riding. As an employer with over 250 members of staff, we are required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

What is Gender Pay Gap Reporting

Gender Pay Gap Reporting involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it does not involve publishing individual employee data. This is a snapshot at a given time and will be published on an annual basis.

The calculations required are:

- the mean gender pay gap
- the median gender pay gap
- the mean bonus gender pay gap
- the median bonus gender pay gap
- the proportion of males and females receiving a bonus payment
- the proportion of males and females in each quartile band

We are required to publish the results on our own website and a government website.

We can use these results to assess:

- The levels of gender equality in our workplace
- The balance of male and female employees at different levels
- How effectively talent is being maximised and rewarded.

The challenge in our organisation and across all organisations across the United Kingdom is to eliminate any gender pay gap.

Our Data

We collected our data on 31st March 2025, at which time, we had a total of 1070 employees; 796 (74%) female employees and 274 (26%) male employees. During the 2024/25 academic year 73% of job applications were received from women and 26% from men.



The mean gender pay gap

Our mean gender pay gap is 18.56% (up from 17.85%) last year meaning that females within the organisation are paid 18.56% lower than males within the organisation.

The median gender pay gap

The median gender pay gap is 39.42% (up from 32.56%) last year which means that the mid-point of the female employee's hourly rate is 39.42% lower than the mid-point of all male employee's hourly rate.

The mean bonus gender pay gap

The mean bonus gender pay gap is 0%. This is due to the fact that there are no employees that are in roles that attract a bonus payment.

The median bonus gender pay gap

The median bonus gender pay gap is also 0% for the same reasons as above.

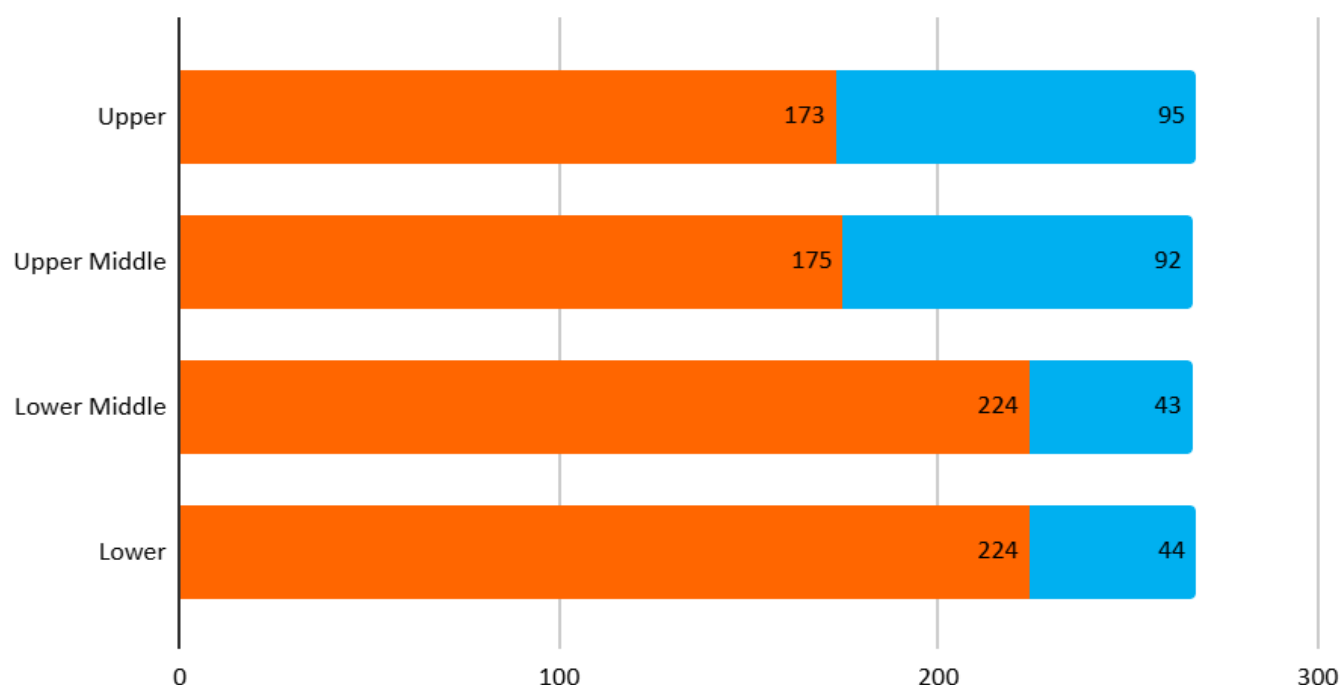
The proportion of males and females receiving a bonus payment

Proportion of males receiving a bonus payment	0%
Proportion of females receiving a bonus payment	0%

The proportion of males and females in each quartile band

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Female	28.14%	28.14%	21.98%	21.73%
Males	16.06%	15.69%	33.58%	34.67%

Number of Men & Women in Each Quartile



Summary

As a Trust, we are focused on equality for all. The Trust currently employs a higher number of females than males. Despite the higher proportion of female employees we recognise that a gender pay gap still exists.

The reason for the latest increase can partly be attributed to a slight increase in males in the upper quartile and an increase in the hourly rates for teaching roles which affect 59% of males and only 38% of females.

Hope Sentamu Learning Trust (HSLT) employs more females than males in every quartile. The mean gap has increased from 17.85% to 18.56% and the median gap has increased from 32.56% to 39.42%.

The analysis demonstrates that despite having more females within every quartile, we employ fewer men within the lower quartiles and a higher proportion of men in the upper quartiles which impacts the gender pay gap. The 2025 data shows a 3% increase of males in the upper quartile and a 2% increase of females in the upper middle quartile. There is a 5% decrease in the number of men employed in the lower quartiles which has also contributed to the increase in the mean pay gap.

Roles captured in the lowest quartiles are predominantly non-teaching roles such as teaching assistants, cleaners, catering assistants, administrators and technicians. The number of females in these roles is greater than in the higher quartiles.

It is worth noting that the mean pay gap between male and female support staff is 8.7% and for teaching staff is 3.9%

Pay scales and hourly rates are based on nationally negotiated terms and conditions. Teaching staff have been awarded on average higher pay awards than support staff rates and the method of calculating hourly pay creates further segregation in the data.

Local Government Association research on 2024 data showed that the headline mean gender pay gap for the school

sector employers is 17 per cent, and the median is 27 per cent. The Office for National Statistics report that the median gender pay gap was 12.8% across all sectors in the UK for the same period.

An illustration of the factors we have put in place to reduce the gender pay gap are:

- Anonymous application process
- Career pathways for non teaching staff to become teachers
- Including women in the recruitment/appointment process
- Skill based assessment tasks in recruitment
- Structured interviews
- Transparent and open promotion and pay progression processes
- Women in Leadership training programme and raising awareness of the barriers that prevent women from putting themselves forward for development and promotion opportunities. Feedback from the 2025 cohort is that this has had a positive impact on the delegates in progressing their career.
- Improved workplace flexibility
- Review of pay progression terms for support staff

Areas that we can focus on for an improvement in the gender pay gap:

- Look at ways to attract and recruit those returning to work following career breaks.
- Mentoring, support and networking opportunities for all colleagues who wish to progress in their career particularly from support roles into teaching.
- Review career paths for support staff roles.
- Identify Shared Parental Leave - Raise awareness of fathers' legal right to request this leave and provide guidance to understand the scheme.

I can confirm that the above data is accurate.

Helen Winn
Chief Executive Officer