

Initio Learning Trust - Gender pay gap report - 31st March 2025

Pay (Excluding Bonus)

	2025	2024	2023	2022	2021
* Difference in mean pay between male and female employees:	22.77%	24.69%	26.88%	30.84%	31.50%
* Difference in median pay between male and female employees:	44.32%	48.73%	43.75%	55.85%	55.11%

Salary Quartiles

Quartile	Upper	Lower	Count	Male	Female	Male %	Female %
Upper Quartile	1	253	253	88	165	34.78	65.22
Upper Middle Quartile	254	506	253	51	202	20.16	79.84
Lower Middle Quartile	507	759	253	35	218	13.83	86.17
Lower Quartile	760	1013	254	26	228	10.24	89.76

Bonus Pay

® No bonuses have been paid

Supporting statement

At Initio Learning Trust, we are committed to fostering an inclusive and equitable workplace. As part of our statutory obligations, we have published our gender pay gap data for the 2024/25 academic year, based on a snapshot date of 31 March 2025.

Our workforce during this period consisted of 1,042 employees. Below is a narrative summary of our findings and our commitment to future action.

Understanding Our Data

Our reporting reveals a **mean gender pay gap of 22.77%** and a **median gender pay gap of 44.32%**.

- **Mean Hourly Rate:** The average hourly rate is £25.96 for male employees and £20.05 for female employees.
- **Median Hourly Rate:** The middle point of our pay scale is £26.94 for men and £15.00 for women.

What is driving this gap?

The gap is primarily driven by the **distribution of staff** across different pay scales rather than an issue of equal pay for the same work. While women represent the vast majority of our workforce in all areas, they are disproportionately represented in our lower-paid roles:

- **Lower Quartile:** **89.76%** of staff in this bracket are female, predominantly in essential support roles such as cleaning and midday supervision.
- **Upper Quartile:** In our highest-paid roles, female representation sits at **65.22%**, while male representation reaches its highest point at **34.78%**.

Looking Ahead: From Reporting to Action

The Trust is preparing for the new requirements introduced by the Employment Rights Act 2025. This legislation marks a shift from simply reporting data to implementing formal Gender Pay Gap Action Plans.

Our Strategic Next Steps:

- **Action Plan Development:** Starting in the 2026/27 academic year, we will begin developing a formal framework to address the root causes of our pay gap.
- **Holistic Support:** Our future plans will include specific provisions for menopause support, ensuring we retain and support our female workforce at all stages of their careers.
- **Compliance:** We are on track to meet the government's 2027 deadline for statutory action plans.

Initio Learning Trust remains dedicated to transparency and to identifying evidence-based steps that will create a more balanced distribution of gender across all levels of our organisation.