

Cambrian Learning Trust (CLT)

Gender Pay Gap – Reporting as at 31 March 2025

Overview

Gender Pay Gap legislation requires all employers with 250 or more employees to publish their gender pay gap.

Employers must:

- publish their gender pay gap data and a written statement on their public-facing website and
- report their data to government online, using the gender pay gap reporting service.

Cambrian Learning Trust is a Multi-Academy Trust of 18 school, 14 primaries, 1 all through school and 3 secondaries.

For teachers we have pay scales aligned to the School Teacher Pay and Conditions Document that are reviewed on an annual basis.

For support staff we have a pay system of grades set by the NJC (National Joint Council for Local Government Service) and using the NJC Job Evaluation Scheme. Therefore, grades vary according to the level of responsibility that employees have. Each grade has a set pay range; employees are expected to move through the pay range for their grade. The longer period that someone has been in a grade, the more we would expect him or her to earn irrespective of his or her gender.

We feel confident that we treat our staff fairly and that employees within the Trust, whether they are male or female, are valued and rewarded appropriately. Any notional gender pay gap that exists is attributable to the staffing demographic / profile within our schools and is mirrored elsewhere within the education sector.

The difference between the gender pay gap and the equal pay gap

The gender pay gap measures the difference between the average hourly pay rate for men and the average hourly pay rate for women. Although related, it is distinct from equal pay. The Equal Pay Act of 1970 and the Equality Act 2010 legislated that women and men must receive equal pay if performing equal work in the same employment. Therefore, Equal pay means that there should be no difference in the contractual terms of a woman and a man doing equal work, who both work for the same employer.

Equal work is work that is:

- the same or broadly similar (like work), or
- different, but which is rated under the same job evaluation scheme as being work of equal value (work rated as equivalent), or
- different, but of equal value in terms of factors such as effort, skill and decision-making (work of equal value).

The information below was taken on 31st March 2025, as required within the legislation. Therefore, only schools and employees within the Trust at this time will be included in these figures, staff on maternity leave, long term sick or other leave which impacts on pay are not included.

The six metrics required by the legislation

The legislation states that specific key metrics should be reported, these are:

1. average gender pay gap as a mean average
2. average gender pay gap as a median average
3. average bonus gender pay gap as a mean average
4. average bonus gender pay gap as a median average
5. proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
6. proportion of males and females when divided into four groups ordered from lowest to highest pay.

CLT does not have a bonus scheme and therefore there is no requirement for us to provide data on key metrics 3,4 and 5. The key metrics 1,2 and 6 are reported below and have been calculated using the mechanisms set out in the gender pay gap legislation.

	Mean gender pay gap	Median gender pay gap
31 March 2025	27.26%	50.60%

	Quartile 1		Quartile 2		Quartile 3		Quartile 4		All	
	M	F	M	F	M	F	M	F	M	F
31 March 2025	9.1%	90.9%	10.1%	89.9%	21.0%	79.0%	27.2%	72.8%	16.8%	83.2%

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Cambrian Learning Trust