Charter.

Gender Pay Gap report

2025

Our Mission

Better Futures for Children & Young People

Charter.

Introduction

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 require organisations with more than 250 employees to publish annual data on their gender pay gap.

This report sets out the position of The Charter Schools Educational Trust (the 'Charter Trust' or 'Trust') as of the snapshot date of 31 March 2025.

The gender pay gap measures the difference between the average pay of men and women across the whole organisation. It is not the same as equal pay, which requires men and women performing the same work to be paid equally. We are confident that the Charter Trust pays men and women equally for equivalent roles.

Since our last report we now have an additional primary school - Loughborough Primary School who joined in October 2024; so year-on-year comparisons aren't exact.

Our Gender Pay Gap

Hourly pay gap





Mean gender pay gap: 7.5%

(women lower) – an improvement of 2.0 percentage points compared to 2024 (9.5%)

Median gender pay gap: 10.8%

(women lower) – an improvement of 3.0 percentage points compared to 2024 (13.8%)

Both measures show a narrowing of the gap since last year, indicating positive movement.

Pay quartiles

The proportion of men and women in each pay quartile is:

Quartile	% Men	% Women
Upper quartile	31.7%	68.3%
Upper middle quartile	28.4%	71.6%
Lower middle quartile	23.6%	76.4%
Lower quartile	20%	80%

Why do we have a gender pay gap?

Several factors continue to influence our gender pay gap:



Workforce profile: Like most education providers, the Charter Trust employs more women than men. Women are particularly overrepresented in teaching assistant, administrative, and support roles, which fall in lower pay quartiles.



Leadership pathways: We have strong female representation in senior leadership, but many women in leadership are relatively new to role, while men in comparable positions often have longer service, which impacts pay progression.



School phase differences: More women work in our primary schools, where average pay is lower than in secondary schools.



Operational staffing: Non-teaching support and operational posts, typically lower-paid, are predominantly held by women.

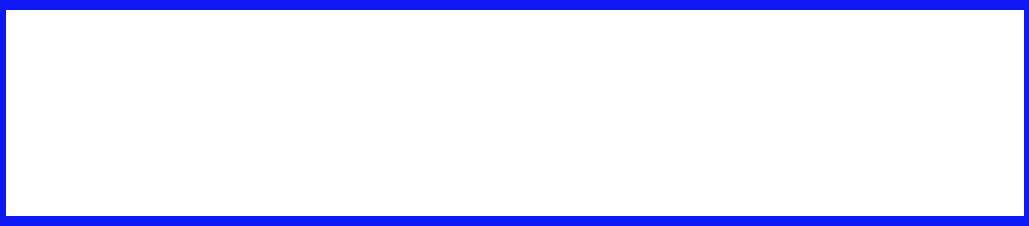
How are we addressing the gender pay gap?

We are committed to reducing our gender pay gap and to ensuring equality of opportunity across our Trust. In 2025/26, we will prioritise the following actions:

- ☑ Continue promoting flexible working – as the Flexible Working Ambassador Hub for our region, we will continue to pilot and embed flexible working options across our schools, including for leadership roles.
- ☑ Expanding our Women's Leadership Network – through the London South Learning Partnership, we have launched a dedicated network to support women's career progression into leadership through mentoring, peer support, and leadership development programmes.
- ☑ Ongoing monitoring and review – we will continue to track our gender pay gap annually and review recruitment, pay, and promotion data to identify where we can improve representation of women in higher-paying roles.

Since this report was initially produced we have also actioned:

- ☑ Improving maternity pay – we are increasing the number of weeks at full pay and half pay during maternity leave to make our offer more supportive and competitive.
- ☑ Supporting family-friendly leadership – we are working with the Maternity Paternity Teaching Network to provide leadership coaching. This will ensure school leaders have the knowledge and skills to support staff with family responsibilities, particularly those with small children.



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