



GENDER PAY REPORT

2025





WELCOME

Ascend Learning Trust creates a sense of belonging for everyone.

All of our young people receive a holistic world-class education regardless of where they come from or their life challenges.

They will leave their Ascend community with outcomes that opens doors to a fulfilling and successful future.

Equality is important to us and our vision is to create a sense of belonging for everyone. We welcome the gender pay reporting legislation and hope that we can ensure equality for all and address the gender gap in our schools.

BACKGROUND

From 2017 all employers of more than 250 people have a responsibility to report on the gender pay gap and make this information publicly available both on our website and submitted to the gender pay site.

Ascend Learning Trust (ALT) believes it is important to be an inclusive and diverse organisation and we hold compassion and integrity as two of our most important values.

The gender pay gap shows the difference in average earnings between men and women based on hourly rate and is expressed as a percentage.

As an employer we must publish six calculations showing our:

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.





OUR GENDER PAY RESULTS

PAY GAP

The mean and median pay gaps for Ascend have fallen since 2023. The current median hourly rate for woman is now **39.1%** which has dropped from **40.7% in 2024**.

The mean pay difference is **19.2%**.

BONUS PAY GAP

No members of staff were paid a bonus so the difference on both mean and median pay is **0%**.

The mean pay gap is the difference in average pay for women compared to men.

The median represents the middle point of those employed at the Trust, based on the middle of all women and the middle of all men at the Trust.

FEMALE REPRESENTATION IN ALT

We have divided our proportion of males and females into four groups ordered from lowest to highest pay. As this shows we are a female dominated employer.

Historically, our upper and middle quartiles have been roles which were held predominantly by men but over time this is changing. We recognise there is always more to be done. We are slowly bringing this down by ensuring our flexible working opportunities give those with caring responsibilities leadership experience.

OUR GENDER PAY RESULTS



LOWER QUARTILE



MIDDLE QUARTILE

OUR GENDER PAY RESULTS



**UPPER
MIDDLE
QUARTILE**



**UPPER
QUARTILE**

HOW DOES OUR GENDER PAY COMPARE?

In 2025 the gap between male and female pay decreased.

However, there is still more to be done to reduce the gap. Whilst we acknowledge there is a gendered distribution across roles, with a high concentration of woman in lower paid term time only roles, we need to reduce our median gap. Currently, we have more men occupying teaching, leadership or specialist full time roles which elevates our median pay.

Our gap is similar to some large MATs but 3.3% higher than the sector.

MOVING FORWARD

Our priority over the next 12 months is to ensure we reduce our gap further. We will do this by:

- Expand internal pathways for woman to move into teaching, from roles such as teaching assistant and cover supervisors.
- Introduce career pathways for support staff to enable them to progress.
- Strengthen flexible working practices especially in middle and senior roles, ensure flexible working decisions are transparent to minimise unintended bias.
- Examine pay structures for support staff.



Our pay scales are in accordance with the Teachers Pay and Conditions and NJC for support staff and staff move through the pay scales through robust performance processes irrespective of gender. We are open and transparent about pay awards and staff know what is expected, all decisions go through managers, Headteachers, the CEO and Trustees to ensure a balanced decision made of factual information is made.

I confirm that the above information which has been prepared from our snapshot date of 31st March 2025 is correct.

Jane Coley | CEO





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