

Introduction

Pioneer Educational Trust is committed to promoting equality and diversity across all areas of our organisation. In line with the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, we are required to publish our gender pay gap data annually. This report provides a snapshot of the gender pay gap as of 31 March 2025.

Gender Pay Gap Figures

The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings. It is important to note that this is distinct from equal pay, which refers to men and women receiving equal pay for the same or equivalent work.

	Difference in the mean hourly pay (%)	Difference in the median hourly pay (%)
Pay gap. % difference male to female	21.41%	33.91%

These figures indicate that, on average, women earn 78.6p for every £1 earned by men (mean), and the median woman earns 66p for every £1 earned by the median man.

Bonus Pay Gap

Pioneer Educational Trust does not operate a bonus scheme; therefore, there is no bonus pay gap to report.

Pay Quartiles

The distribution of male and female employees across four pay quartiles is as follows:

	Quartile 1 (lower)	Quartile 2 (lower middle)	Quartile 3 (upper middle)	Quartile 4 (upper)
Male (% males to all employees in each quartile)	8.8%	25%	35.8%	39.7%
Female (% females to all employees in each quartile)	91.2%	75%	64.2%	60.3%

This distribution shows a higher concentration of female employees in the lower pay quartiles, which contributes to the overall gender pay gap.

Understanding the Gender Pay Gap

The gender pay gap within Pioneer Educational Trust is influenced by the distribution of roles across the organisation. A significant proportion of our workforce is female, particularly in roles that fall within the lower pay quartiles, such as cleaning, administrative and support positions.

It's important to reiterate that the gender pay gap is not a reflection of unequal pay for equal work, but rather the result of the roles that men and women occupy within the organisation.

Actions to Address the Gender Pay Gap

Pioneer Educational Trust upholds a staunch commitment to fostering equality of opportunity among all employees and advocates for equal treatment of staff regardless of gender. **Our Equality Information and Objectives can be found on the Pioneer Educational Trust's website.**

Pioneer Educational Trust is committed to reducing the gender pay gap and promoting equality of opportunity. In order to do this, Pioneer has and will continue its work on:

- **Flexible working:** Pioneer Educational Trust recognises the research and data that indicates that women are disproportionately represented in figures of those working part-time and the impact that this can have on progression, future earnings and stigmatisation of women in the workplace. Pioneer's flexible working strategy, therefore, supports flexible progression for all and is built on the principle that there is no hierarchy in the reasons for agreeing flexible working, including to pursue hobbies and interests.
- **Governance and monitoring:** Pioneer Educational Trust's governance model has link governors and a link trustee for Diversity, Equity, Inclusion and Belonging. Their role is to ensure that our Equality Objectives are being enacted and realised at local- and trust-levels. We commit to delivering exceptional governance meeting our ambitious strategic priorities set in line with our charitable objects and equality objectives.
- **Leadership development:** Pioneer Educational Trust delivers leadership training to all staff via the Pioneering Leadership Programme and delivers a leadership programme specifically for underrepresented groups in educational leadership (as per DfE data) called Working Title. Both programmes aim to deliver exceptional leadership development supporting colleagues to conceptualise of themselves as leaders, and gain skills, knowledge and competencies. Pioneer is introducing a Pioneering Leadership Academy to further this work.
- **People Strategy:** Pioneer Educational Trust reviewed its People Strategy and is currently working with Mandy Coalter on an Inclusive People Leader Programme to support further development of People policies and practices. This work is focused on strategic recruitment, induction and communications.

Conclusion

Pioneer Educational Trust recognises the importance of addressing the gender pay gap and is committed to creating a more balanced and equitable workplace. We will continue to implement and refine strategies aimed at reducing the gap and ensuring that all employees have equal opportunities to succeed.

Antonia Spinks

Chief Executive Officer
Pioneer Educational Trust