

The Bay Learning Trust
Gender Pay Gap Report
Snapshot date - 31 March 2025



Introduction

As a Multi Academy Trust with over 250 employees The Bay Learning Trust is required to publish our Gender Pay Gap in line with the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

On the snapshot date of 31 March 2025, The Bay Learning Trust had 829 relevant employees of which **786 were full-pay relevant employees**. For the purposes of the calculations, where employees held two or more posts, each post has been treated separately.

Employee Headcount - breakdown by gender for full-pay relevant employees

Snapshot date	31 March 2025		31 March 2024		31 March 2023	
	Headcount	%	Headcount	%	Headcount	%
Female	553	70.36	576	70.59	416	68.3
Male	233	29.64	240	29.41	193	31.7

The Mean and Median Gender Pay Gap

The average difference in the hourly rate of pay across men and women in the Trust.

Snapshot date	31 March 2025	31 March 2024	31 March 2023
Mean	13.69%	16.27%	14.0%
Median	17.31%	17.83%	13.8%

Bonus Pay

The Bay Learning trust did not operate a bonus pay system on the snapshot date, or within the 12 months previous to the snapshot date.

Pay Quarters

All relevant employees were listed separately by gender and were ranked according to their hourly rate of pay from lowest to highest. This was then split into 4 equal quartiles to show the proportion of male and female staff within the pay quarters:

31 March 2025				
Quarter	Female		Male	
	Headcount	Percentage	Headcount	Percentage
Upper	127	64.8%	69	35.2%
Upper Middle	124	32.9%	73	37.1%
Lower Middle	146	74.5%	50	25.5%
Lower	156	79.2%	41	20.8%

31 March 2024				
Quartile	Female		Male	
	Headcount	Percentage	Headcount	Percentage
Upper	129	63.2%	75	36.8%
Upper Middle	132	64.4%	73	35.6%
Lower Middle	153	75.4%	50	24.6%
Lower	162	79.4%	42	20.6%

31 March 2023				
Quartile	Female		Male	
	Headcount	Percentage	Headcount	Percentage
Upper	94	51.8%	58	38.2%
Upper Middle	91	29.9%	61	40.1%
Lower Middle	115	75.7%	37	24.3%
Lower	115	75.8%	37	24.2%

As an employer within the secondary school education setting, we employ people under two different sets of terms and conditions – Teaching Staff and Support Staff.

Breakdown of employees by terms & conditions, with or without management responsibilities and by gender:

31 March 2025				
	Without management responsibility		With management responsibility	
Gender	Headcount	Mean hourly rate	Headcount	Mean hourly rate
Female – Support Staff	357	15.51	9	23.19
Male – Support Staff	122	16.68	11	27.16
Female – Teaching Staff	122	38.15	65	50.92
Male – Teaching Staff	69	38.15	31	53.36

31 March 2024				
	Without management responsibility		With management responsibility	
Gender	Headcount	Mean hourly rate	Headcount	Mean hourly rate
Female – Support Staff	377	14.95	8	19.06
Male – Support Staff	116	15.84	12	23.76
Female – Teaching Staff	127	35.60	64	49.63
Male – Teaching Staff	77	36.31	35	51.20

31 March 2023				
	Without management responsibility		With management responsibility	
Gender	Headcount	Mean hourly rate	Headcount	Mean hourly rate
Female – Support Staff	248	14.08	6	21.14
Male – Support Staff	89	15.28	11	23.45
Female – Teaching Staff	85	31.36	77	42.85
Male – Teaching Staff	48	31.96	45	44.84

What does the data tell us?

- The Gender Pay Gap has reduced between the 01 April 2024 and 31 March 2025
- There is a higher proportion of female employees employed across the Trust as a whole
- There is a higher proportion of female employees who are employed as support staff in lower paid roles, for example, cleaners, welfare assistants, catering assistants, administration assistants
- There is a higher proportion of female employees in all four quartiles

The Bay Learning Trust will continue to monitor and review the reasons for the Gender Pay Gap and establish ways in which this can be reduced.