

REPORT ON GENDER PAY GAP 2025

Woodbridge Trust is an employer required by law to carry out Gender Pay Gap reporting under the Equality Act 2010 and Gender Pay Gap Information Regulations 2017.

This involves performing 6 calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee data.

We are required to publish the results of the calculations on our website and a designated Government website. We can use these results to assess

- the levels of gender inequality in our organisation
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded

The challenge in Woodbridge Trust and across Great Britain is to eliminate a gender pay gap.

Gender Pay Gap Reporting requires the Trust to perform calculations based on employee gender. We will establish this by using existing HR and payroll records. You can learn more about Gender Pay Gap Reporting by visiting the ACAS website [HERE](#)

Woodbridge Trust supports the fair treatment of all staff irrespective of gender through our transparent recruitment, pay and professional development processes.

The Gender Pay Gap results for the 2025 period are shown in the table below:

| MEDIAN PAY GAP | MEAN PAY GAP | LOWER QUARTILE | LOWER MIDDLE QUARTILE | UPPER MIDDLE QUARTILE | UPPER QUARTILE |
|----------------|-----------------------|-------------------|-----------------------|-----------------------|-------------------|
| 1.6% Pay Gap | 12.5% lower for women | 4.9% M 95.1% F | 8.5% M 91.5% F | 7.3% M 92.7% F | 8.5% M 91.5% F |

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No bonuses were paid to any member of staff for the reporting period

The Trust adopts pay scales for all teachers that are agreed nationally and are aligned annually to the School Teachers Pay and Conditions Document. For non-teaching staff the Trust adopts pay scales set by the National Joint Council (NJC). Within Woodbridge Trust teachers and support staff progress through pay scales for their grade based on performance irrespective of gender.

Woodbridge Trust is an equal opportunities employer and our commitment is supported by our Equality and Diversity Policy. Male and female employees are on the same pay scales which is determined by role.

In all of the quartiles and overall there is a higher proportion of women in the lower and lower middle quartiles. This illustrates that the overall mean gender pay gap arises predominantly as a result of the proportion of women who work in lower pay grades particularly for non-teaching staff.

The Pay Gap has decreased in all calculations. During the year there has been an increase in the number of males in support roles which has decreased both the median and mean pay gap, in addition the replacement of an SLT member at one of the schools with a female member of staff has also resulted in a decrease in the upper quartile.

The Trust will continue to monitor gender pay gap and will direct attention to reducing current gaps wherever it is feasible to do so.

Supporting Statement

I can confirm that the above information has been prepared from the Trust's HR and payroll data for the March 2025 reporting period and fairly represents the Gender Pay Gap for Woodbridge Trust and its academies.



Signed: Mike Sidebottom

Chief Executive Officer