

2025 Gender Pay Reporting

(snapshot date 31 March 2024)

Introduction

Anthem Schools Trust is required to report annually on the Trust’s gender pay gap, in line with statutory gender pay reporting legislation for employers with 250 or more employees. This involves publishing specific calculations that show the difference in average earnings between male and female employees.

As an organisation committed to transparency and equality, this report goes beyond the statutory reporting requirements to provide a deeper analysis of our workforce. It highlights areas of progress as well as opportunities for continued improvement, helping us better understand the drivers of our gender pay gap and inform our actions going forward.

The pay gap data

In line with statutory gender pay gap reporting requirements, this report covers six key measures, including differences in average hourly pay, bonus pay, and the distribution of male and female employees across pay quartiles. Although no bonuses were paid during this period, the relevant data is still included for completeness. The information we are required to report includes:

- The percentage difference in mean hourly pay between male and female employees
- The percentage difference in median hourly pay between male and female employees
- The percentage difference in mean bonus pay over the preceding 12 months
- The percentage difference in median bonus pay over the preceding 12 months
- The proportion of male and female employees who received a bonus
- The proportion of male and female employees in each of the four quartiles of the pay range

Reporting details: All employees	Female	Male	Total	Gender pay gap (%)
Total employees	869	222	1091	
Mean hourly rate	£18.86	£23.68		20.35
Median hourly rate	£14.17	£23.87		40.64
Mean bonus gender pay gap (over 12 months)				n/a
Median bonus gender pay gap (over 12 months)				n/a
Number of employees receiving a bonus	0	0	0	
Percentage of employees who received a bonus	0	0	0	

The proportion in each pay quartile

Quartile	No. employees	No. female	No. male	% female	% male
Lower	272	252	20	93	7
Lower middle	272	219	53	81	19
Upper middle	272	199	73	73	27
Upper	275	199	76	72	28

Highlights

- Anthem Schools Trust employed 1,091 people, of whom 80% were female and 20% were male.
- The mean gender pay gap was 20.35%; the median pay gap was 40.64%.
- No bonuses were paid during the reporting period.
- Women made up 91% of the lower pay quartile, compared to 62% of the upper quartile.
- We continue to have strong female representation in leadership roles:
 - 67% of our Trust Education Executive Team are female
 - 43% of Trustees are female
 - 75% of Headteachers are female
 - 72% of Deputy Headteachers/Vice Principals are female

Understanding our gap

Anthem Schools Trust is a multi-academy trust of 11 primary and 5 secondary schools, serving diverse communities across the East Midlands, London and the Thames Valley. Our core values of integrity, collaboration and excellence shape the culture we strive for—across our board, our workforce, and in every classroom.

To better understand the drivers of our gender pay gap, we have analysed our workforce by gender, role type and pay quartile. Like many organisations in the education sector, we have a predominantly female workforce, with a high proportion of women in support staff roles, which are typically lower paid. This significantly influences both our mean and median pay gap figures.

It's important to note that a gender pay gap does not mean unequal pay for equal work. Rather, it reflects the distribution of roles and pay levels across the organisation.

Role	School type	% female	% male
Trustees	n/a	43	57
Education Executive Team	n/a	67	33
Headteachers	All	75	25
	Primary	73	27
	Secondary	80	20
Deputy Head/Vice-Principal	All	72	28
	Primary	93	7
	Secondary	58	42
Teachers	All	81	19
	Primary	87	13
	Secondary	66	34
Support Staff	All	81	19
	National Team	72	28
	Primary	93	7
	Secondary	75	25

In preparing this report, we reviewed our underlying data and methodology to ensure alignment with statutory reporting requirements. Where differences appear compared to previous years, they reflect improved data consolidation and role categorisation.

The gender pay gap is a high-level snapshot of the difference in average earnings between male and female employees across an organisation. It does not reflect differences in pay for people doing the same role, but rather the overall distribution of men and women across different roles and salary levels.

At Anthem, our gender pay gap reflects the composition of our workforce more than it reflects any disparity in how individuals are paid for their work. With over 1,000 employees, our pay data includes a wide range of roles - from apprentices through to senior executives - and it is this breadth that drives much of the variation in average pay.

Like many organisations in the education sector, we have a predominantly female workforce. As of 31 March 2024, 80% of our employees were female and 20% were male - a balance that has remained consistent over recent years. This is in line with national trends in the sector, where women continue to be more strongly represented, particularly in support roles.

Support staff roles - such as administrative, pastoral, or site-based posts - are typically lower paid than teaching or leadership positions. In our workforce, 81% of support staff are female. By contrast, men are disproportionately represented in higher-paying roles: 38% of those in our highest pay quartile are male, despite making up just 20% of the total workforce.

We also continue to see a gender imbalance within the teaching profession itself, particularly in the primary phase. While 22% of our teachers are male overall, this drops to just 13% in our primary schools.

Importantly, our gender pay gap does not indicate that men and women are paid differently for doing the same job. Anthem is committed to equal pay for equal work, and all our roles are aligned to structured pay scales and standardised job evaluation frameworks.

Reporting details: Teachers	Female	Male	Total	Gender pay gap (%)
Total employees	305	95	400	
Mean hourly rate	£26.52	£27.77		4.49%
Median hourly rate	£25.53	£26.33		3.02%

Reporting details: Support staff	Female	Male	Total	Gender pay gap (%)
Total employees	562	126	688	
Mean hourly rate	£14.61	£19.99		26.92%
Median hourly rate	£10.65	£16.62		35.93%

Anthem’s Commitment to Equality

Anthem is proud to operate as an equal opportunity employer. All posts across the Trust are aligned to nationally agreed pay scales, and staff are paid equally for the same role, regardless of gender. Within each school and function, male and female employees are paid within the same pay band for the same responsibilities.

How does Anthem compare nationally?

According to the Office for National Statistics (ASHE, 2023), the median gender pay gap across the UK workforce is 14.3% in favour of male employees. In education specifically, the gap is much lower—around 1% in primary schools and 4% in secondary schools.

Anthem’s median gender pay gap for teaching and leadership staff is 3.02%, placing us within national expectations for the education sector.

Source: Annual Survey of Hours and Earnings, Office for National Statistics (2023)

How are we continuing to address our gap?

Anthem is committed to promoting equality of opportunity and fair treatment for all staff. Our gender pay gap is influenced by the distribution of roles across the organisation, not by differences in pay for equal work.

Our ongoing priorities include:

- Ensuring transparent recruitment processes and a consistent pay policy
- Promoting flexible working opportunities and gender-neutral language in job adverts
- Supporting professional growth through leadership development pathways
- Monitoring workforce data regularly to assess progress and identify trends
- Maintaining equality as a standing agenda item for our Education Executive Team
- Embedding equality objectives across the Trust, linked directly to our gender pay strategy

We also recognise that under TUPE arrangements, we do not control the existing staffing structure when schools join the Trust. However, we remain committed to addressing gender balance across all new and future roles.

Declaration

I confirm that the information set out in this report is based on our payroll data as at the snapshot date of 31 March 2024, and that it accurately reflects the gender pay gap for Anthem Schools Trust.



Mohsen Ojja, Chief Executive Officer

March 2025