

2026 Gender Pay Reporting

(snapshot date 31st March 2025)

Introduction

Anthem Schools Trust is required to publish an annual gender pay gap report in line with the statutory reporting requirements for employers with 250 or more employees. The report sets out the prescribed calculations showing the difference in average earnings between male and female employees.

As an organisation committed to transparency and equality, Anthem also uses this report to provide a broader analysis of its workforce. This helps us understand the factors influencing our gender pay gap, recognise areas of progress, and identify where further action may be needed.

The pay gap data

In line with the statutory reporting requirements, this report covers six key measures relating to hourly pay, bonus pay and the distribution of male and female employees across the pay quartiles. Although no bonuses were paid during the relevant 12-month period, the required bonus measures are still included for completeness.

The information we are required to report is:

- 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 bonus pay
- the proportion of male and female employees in each of the four pay quartiles

Reporting details: All employees	Female	Male	Total	Gender pay gap (%)
Total employees	902	217	1119	
Mean hourly rate	£21.98	£25.42		13.51%
Median hourly rate	£18.68	£22.47		16.90%
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	280	260	20	92.86	7.14
Lower middle	280	226	54	80.71	19.29
Upper middle	280	205	75	73.21	26.79
Upper	279	211	68	75.63	24.37

Highlights

- Anthem Schools Trust employed 1,119 people as at the snapshot date, of whom 81% were female and 19% were male.
- The mean gender pay gap was 13.51% and the median gender pay gap was 16.90%.
- No bonuses were paid during the reporting period.
- Women made up 93% of the lower pay quartile, compared with 76% of the upper pay quartile.
- The Trust’s leadership profile remains mixed, with women making up:
 - 50% of the Education Executive Team
 - 81% of Headteachers
 - 77% of Deputy Headteachers/Vice Principals

Understanding our gap

Anthem Schools Trust is a multi-academy trust of 11 primary and 5 secondary schools, as at the snapshot date of 31st March 2025, serving diverse communities across the East Midlands, London and the Thames Valley. Our core values of integrity, collaboration and excellence shape the culture we aim to maintain across the Anthem.

The gender pay gap is a high-level measure of the difference in average earnings between male and female employees across an organisation. It does not show whether men and women are paid differently for doing the same job. Instead, it reflects the overall distribution of male and female employees across roles and pay levels.

At Anthem, the gender pay gap is primarily shaped by the composition of our workforce. Like many organisations in the education sector, Anthem has a predominantly female workforce, with women making up 81% of employees as at 31st March 2025. Women are also more strongly represented in support staff roles, which are typically lower paid than teaching and leadership roles. This has a direct impact on both the mean and median gender pay gap.

To better understand the factors influencing Anthem’s gender pay gap, we have analysed our workforce by gender, role type and school phase.

Role	School type	% female	% male
Trustees	n/a	43	57
Trust Executive Team	n/a	50	50
Headteachers	All	81	19
	Primary	73	27
	Secondary	100	0
Deputy Head/Vice Principal	All	77	23
	Primary	96	4
	Secondary	65	35
Teachers	All	78	22
	Primary	89	11
	Secondary	70	30
Support Staff	All	82	18
	National Team	60	40
	Primary	93	7
	Secondary	76	24

This analysis shows that Anthem’s gender pay gap is driven mainly by workforce composition rather than differences in pay for the same work. Men remain more represented in some higher-paid roles and women remain more strongly represented in support staff and primary-phase teaching roles, reflecting patterns that are common across the education sector.

Anthem is committed to equal pay for equal work. Pay across Anthem is governed by established pay frameworks and role structures, and the gender pay gap figures reflect the distribution of employees across the organisation rather than unequal pay between men and women doing the same role.

Reporting details: Teachers	Female	Male	Total	Gender pay gap (%)
Total employees	395	113	508	
Mean hourly rate	£30.89	£30.11		-2.61%
Median hourly rate	£28.01	£27.93		-0.27%

Reporting details: Support staff	Female	Male	Total	Gender pay gap (%)
Total employees	507	104	611	
Mean hourly rate	£15.36	£19.59		21.60%
Median hourly rate	£14.68	£15.74		6.71%

Anthem’s Commitment to Equality

Anthem is committed to equality of opportunity and to the principle of equal pay for equal work. Pay across Anthem is governed by established pay frameworks and role structures, and employees undertaking the same role are paid within the same pay arrangements regardless of gender.

How does Anthem compare nationally?

National data published by the Office for National Statistics shows that a gender pay gap continues to exist across the UK workforce. As with many employers, Anthem’s gender pay gap is influenced by the overall composition of its workforce and the distribution of men and women across roles and pay levels. This remains a more meaningful point of comparison than a direct like-for-like comparison with national sector averages, which are based on different datasets and measures. *Source: Gender pay gap in the UK: 2025, ONS ([link](#))*

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 rather than differences in pay for equal work. Our ongoing priorities include:

- maintaining transparent recruitment processes and clear pay arrangements
- promoting flexible working opportunities and inclusive language in job adverts
- supporting career development and progression across the workforce
- monitoring workforce data to identify trends and inform action
- keeping equality and workforce representation under regular review

Declaration

I confirm that the information set out in this report is based on payroll data as at the snapshot date of 31st March 2025 and accurately reflects the gender pay gap for Anthem Schools Trust.



David Hatchett
Chief Executive Officer
 March 2026