

Gender pay gap reporting statement 2025

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, any school with 250 or more employees must publish a gender pay gap statement on their website, which includes specific information about how both males and females are paid at their school.

Public sector organisations must publish their statement by **30 March** each year.

Median gap: 61.5%

Mean Gap: 33.3%

Hourly Pay Quarters:

Hourly Pay Quarter	Women	Men
Upper	70%	30%
Upper middle	80%	20%
Lower middle	93%	7%
Lower	92%	8%

The Local Government Association (LGA) undertook an analysis of the gender pay gap for the school sector for the snapshot date in March 2022, with a mean gender pay gap of 17.9% and a median gender pay gap of 27.6%. Their analysis is based on 815 employers' responses, 51% of which are MATs with primary and secondary schools, and it recognises that some MATs outsource areas (e.g. cleaning and catering) therefore the comparison is not always accurate.

Further comparisons can be found here <https://gender-pay-gap.service.gov.uk/search?Sector=P>