



Gender Pay Gap Report 2025

Introduction

This report contains the statutory disclosure of the gender pay gap for Anglian Learning.

The gender pay gap is the difference in average hourly pay between the men and women in our workforce.

Since the introduction of the *Equality Act 2010 (Gender Pay Gap Information) Regulations 2017*, All companies with 250 or more employees are required to annually publish their gender pay gap data.

Gender pay gap data is based on employer payroll data from a specific date each year, known as the 'snapshot date.' Employers must publish their data every year within 12 months of the relevant snapshot date. For Anglian Learning, the snapshot date is 31st March each year.

Employers must publish the gap in pay between men and women on both a median and mean basis.

Median:

The middle hourly rate of pay when you arrange your payrates in order from lowest to highest. *This figure is less affected by a small number of exceedingly high earners and can provide a more typical picture of the pay gap in an organisation.*

Mean:

This is the average hourly rate of pay, calculated by adding the hourly pay rate for employees then dividing by the number of employees. *The mean considers all earnings, so it can be influenced by a small number of exceedingly high earners.*

In addition, employers are required to disclose the distribution of gender by pay quartile. This is the percentage of men and women in four equal sized groups of employees based on their hourly pay.

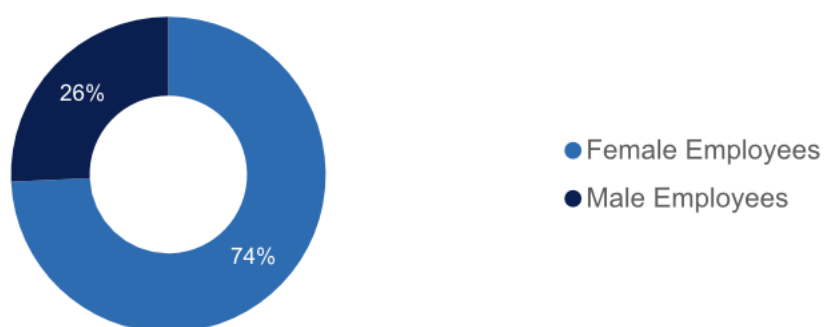
Gender pay gap reporting is not indicative of equal pay. Although related, it is distinct from equal pay. *The Equal Pay Act of 1970 and the Equality Act 2010* legislated that women and men must receive equal pay if performing equal work in the same employment. Equal pay includes all benefits, bonuses or performance-related salary increases. Anglian Learning is an equal pay employer.

The Sample on 31 March 2025

The staff that were considered in the sample comprised of the following:

	Male	Female
Total across Anglian Learning	310	895

Full Pay Relevant Employees - Gender Representation



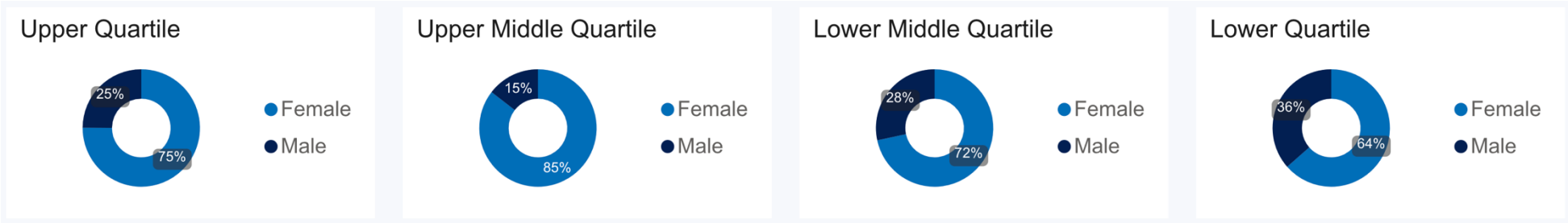
	Median Gender Hourly Rate £	Mean Gender Hourly Rate £
Anglian Learning		
Female	18.25	21.46
Male	23.68	25.06

	Median Gender Hourly Gap %	Mean Gender Hourly Gap %
Anglian Learning	22.93%	14.35%

Bonus Payments

	Proportion	Mean	Median
Anglian Learning			
Female	0%	0	0
Male	0%	0	0

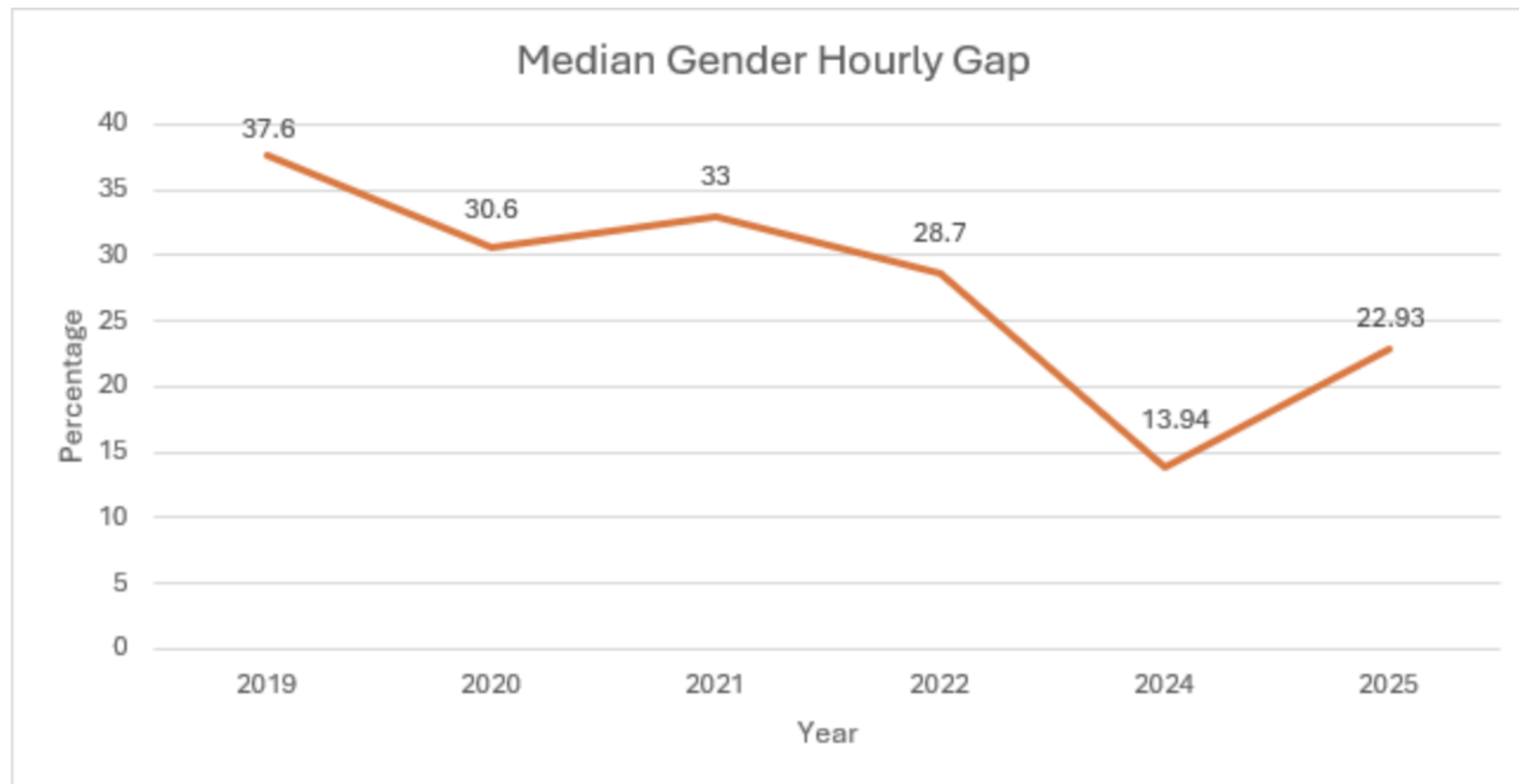
2025 Data



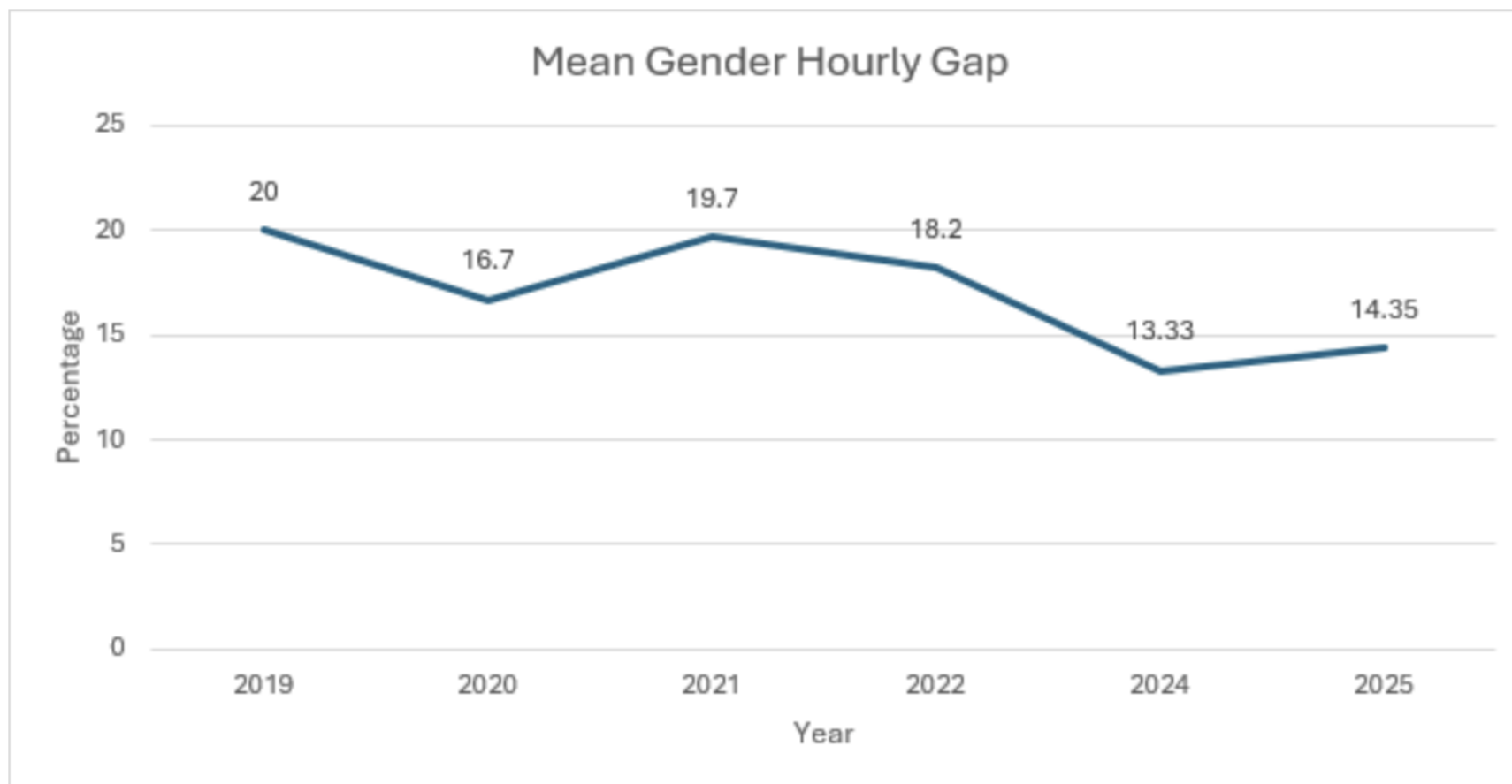
Comparison with previous years

%	Anglian Learning - Proportion of gender in each quartile band											
	2020		2021		2022		2023		2024		2025	
Quartile	M	F	M	F	M	F	M	F	M	F	M	F
Lower	26.05	73.95	19.08	80.92	23.42	76.59	26.91	73.09	30.57	69.43	36.47	63.53
Lower Middle	14.68	85.32	12.94	87.06	13.94	86.06	15.42	84.58	14.39	85.61	28.35	71.65
Upper Middle	27.06	72.94	26.92	73.08	26.19	73.81	25.46	74.54	26.58	73.42	14.52	85.48
Upper	34.23	65.77	34.84	65.16	37.05	62.95	35.65	64.35	32.47	67.53	24.92	75.08

Median Gender Hourly Gap %					
2019	2020	2021	2022	2024	2025
37.6	30.6	33	28.7	13.94	22.93

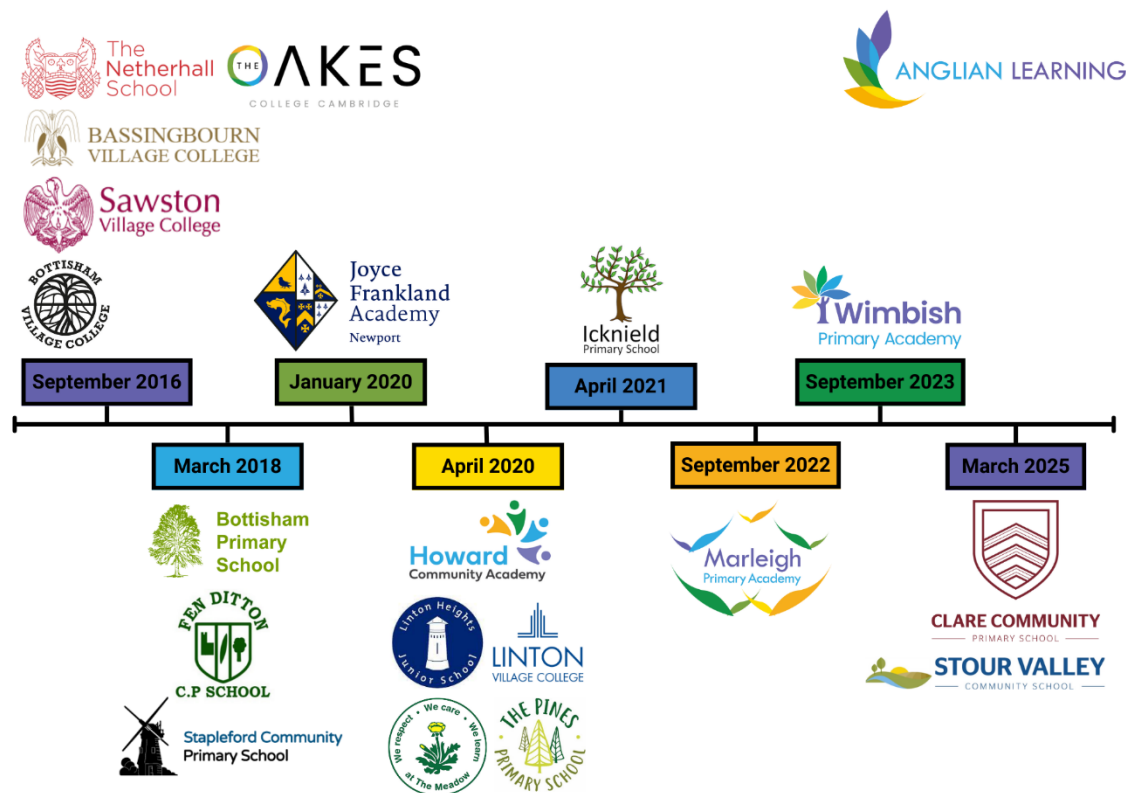


Mean Gender Hourly Gap %					
2019	2020	2021	2022	2024	2025
20	16.7	19.7	18.2	13.33	14.35



Trend Analysis

Anglian Learning has experienced substantial growth since its inception, reflecting our commitment to providing quality education across a widening network of schools. As of 31 March 2025, the Trust comprises 7 Secondary schools and 11 Primary schools, including Stour Valley Community School and Clare Community Primary School, welcomed in on 1 March 2025. We will then have 1 secondary school and 3 primary schools joining on 1 January 2026 along with another primary school opening in 2027. This ongoing expansion, while enhancing our educational impact, brings complexities in maintaining uniformity in our data, particularly when making year-on-year comparisons.



Anglian Learning's gender pay gap increased between 2024 and 2025. The mean gender pay gap rose from 10.87% in 2024 to 14.4% in 2025, while the median gender pay gap increased more significantly from 13.4% to 22.9%. This indicates that although overall average pay differences widened, the change in the median suggests a larger shift in pay distribution across the workforce due to the additional growth.

Workforce composition across pay quartiles shows notable changes. In the upper hourly rate quartile, the proportion of women increased from 67.53% in 2024 to 75.08% in 2025, while men decreased from 32.47% to 24.92%. A similar pattern is seen in the upper middle quartile, where women increased from 73.42% to 85.48%, and men reduced from 26.58% to 14.52%.

However, the lower middle quartile saw the opposite shift, with men increasing from 14.39% in 2024 to 28.35% in 2025, while women decreased from 85.61% to 71.65%. In the lower quartile, the proportion of men also increased from 30.57% to 36.47%, with women decreasing from 69.43% to 63.53%.

Overall, while women continue to make up a large proportion (74%) of the workforce across all quartiles—including the highest pay quartiles—the increase in both the mean and median gender pay gap suggests that pay differences between male and female employees have widened in 2025. This may reflect structural factors such as differences in role types with the growth, seniority levels, or pay progression within quartiles. Leisure staff are also impact the lower quartiles.

Continued efforts to address both structural inequalities and representation in leadership roles are necessary to further close both the median and mean gender pay gaps.

We acknowledge that the journey towards complete gender pay parity is ongoing. There is the continuous need for vigilance, commitment, and innovative strategies to address systemic issues. We recognise that closing the gender pay gap is a complex challenge that requires sustained effort and dedication. Anglian Learning remains committed to this endeavour, recognising that our work will not only benefit our current staff but also set a precedent for future generations within our Trust.

How we will continue to address the pay gap

- Use our People, Culture and Wellbeing group and employee networks focused on gender equality, where employees can share experiences, challenges, and suggestions for addressing the gender pay gap.
- Utilise pulse surveys and staff surveys to inform policy development and offer feedback for continuous improvement.
- Ensure employees do not experience career setbacks after taking family leave, which can disproportionately affect women and contribute to the gender pay gap by having proactive career and flexible working conversations.
- Following the development and launch of the new Anglian Learning Pay Policy removing ambiguity around how pay is determined, and progression is achieved, ensuring pay decisions are centrally moderated, and free from bias.
- HR Business Partners will be actively involved in school-level workforce and recruitment planning to ensure diversity and equity in hiring practices.
- Succession planning discussions will take place to support career progression and further support individuals progressing within the organisation.
- TLR review will be undertaken ahead of the changes to STPCD for 1 September 2026.
- Some specific pay benchmarking externally will take place e.g. Leisure staff.
- Implementation of new PowerBI gender pay gap tool enabling better analysis of the data including looking at other relevant demographics.

Summary

Anglian Learning remains steadfast in our belief and promotion of an inclusive culture, one that recognises and celebrates the advantages of diversity. This year, as in previous years, Anglian Learning is actively engaged in fostering a workplace environment that not only accommodates but also champions the growth and advancement of individuals from varied backgrounds and characteristics, including gender. Our proactive approach in nurturing this inclusive environment is a testament to our ongoing commitment to diversity and equality across all levels of our Trust.

While the specific figures of the gender pay gap provide valuable insights, they are not the sole focus of our efforts. The primary goal of Anglian Learning is to acknowledge and celebrate the substantial achievements and progress made over time through our various initiatives. Our commitment to fostering an inclusive and equitable workplace transcends beyond numbers, as we continuously strive to implement meaningful changes that positively impact our entire educational community.

Caroline Newman

A handwritten signature in black ink, appearing to read 'C Newman', enclosed within a thin black rectangular border.

Director of People

Jon Culpin

A handwritten signature in black ink, appearing to read 'Jon Culpin', enclosed within a thin black rectangular border.

Chief Executive Officer