



*Creative
Education
Trust*

GENDER PAY GAP REPORT

1. Introduction

Creative Education Trust was established in 2010 to work in England's post-industrial and coastal towns and cities. We are now a network of 17 schools educating 14,500 children and young people.

We have chosen to work with schools in challenging circumstances. We have successfully transformed schools previously deemed to be inadequate into good ones in order that all our students can have the best start in life. We are committed to providing educational opportunity for children of all abilities and to building cultural capital through a wide range of co-curricular activities.

Our values define who we are as an organisation and guide the way we operate, make decisions, and interact with our employees, students, and other key stakeholders. They serve as the foundation of our culture and play a crucial role in shaping our identity and long-term success. Our values include inclusion and respect.

In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 the Trust reports its Gender Pay gap annually. The data capture for this period (2024-25) is taken as of 31 March 2024.

The data capture only includes 'full pay relevant' employees.

The statutory pay measures contained in this report are:

- the mean and median gender pay gaps
- the mean and median gender bonus pay gaps
- the proportion of men and women who received bonuses
- the proportion of male and female employees in each pay quartile

The gender pay gap shows the difference in the average pay between all men and women in a workforce. Where there is a positive percentage, this means that the pay of male staff is higher than the pay of female staff. The higher the percentage, the greater the gender pay gap.

The gender pay gap is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because of their gender.

The Trust supports the fair treatment and reward of all staff irrespective of gender. This report sets out the Trust's statutory requirements under gender pay legislation

Gender Pay Gap Report 2024

At the data point for the gender pay gap report, there were 1616 relevant employees who were in receipt of full pay. Of these, 1169 were female which makes up 72% of the Trust's workforce.

Median Gender Pay Gap: 33.60%



The median gender pay gap shows the difference between the middle point of the hourly rate for male and female employees.

Mean Gender Pay Gap: 16.64%

The mean gender pay gap shows the difference between the average hourly rate for male and female employees.

Pay Quartiles

	Male	%	Female	%
Upper Quartile	144	35.64%	260	64.36%
Upper Middle Quartile	140	34.65%	264	65.35%
Lower Middle Quartile	101	25.00%	303	75.00%
Lower Quartile	62	15.35%	342	84.65%
Totals	447	28%	1169	72%

Pay quartiles divide the workforce into four quartiles of upper, upper middle, lower middle and lower hourly rates of pay. The data then shows the percentage of male and female employees within each quartile.

Bonus

No employees were paid a bonus in March 2024.

Data Analysis

The mean and median pay gap calculations have increased slightly when compared with 2023 figures.

The Trust workforce demographics show a high proportion of support staff within the Trust work part time or term time only. Key support staff roles within our schools, such as Teaching Assistants and Pastoral Support provide the flexibility of working part time or term time only to help balance responsibilities outside of the workplace. These roles have historically attracted a higher proportion of female staff.

Actions

The Trust continues to be committed to equalities both in the provision of its services to students and to its staff and to the reduction of the gender pay gap wherever possible.

We will continue to improve our workforce and recruitment data to ensure that we promote equality and diversity through our policies, processes and training.

We will continue to offer a range of flexible working options to staff through our recently reviewed Flexible Working Policy.

We will continue to invest significantly in the learning and development of all staff to ensure that we can retain our highly experienced staff and offer career development for progression.