



*Creative
Education
Trust*

Gender Pay Gap 2025

Introduction

Creative Education Trust was established in 2010 to improve educational outcomes in England's post-industrial and coastal communities. Today, we are a growing network of 17 schools educating more than 13,500 children and young people across the country. Our mission is to deliver an education that **inspires ambition, promotes equity, and unlocks opportunity** for every learner. These values guide our work with schools in challenging circumstances, helping us to transform those previously judged inadequate into vibrant, successful learning communities.

We believe every child has talent, every community has strength, and every school can be a place where excellence thrives. Our commitment to an inclusive, knowledge-rich curriculum and to purposeful leadership is mirrored in our commitment to our workforce: we strive to create a culture where fairness, dignity, and opportunity are experienced by all.

In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 the Trust should report its Gender Pay gap annually. The Trust must submit data for the period April 2024-March 2025 by March 2026. The data capture for this period is taken as of 31 March 2025.

The data capture only includes 'full pay relevant' employees which means that anyone who has earned less than their normal pay in the data capture period e.g., on half pay, Statutory Maternity Pay or unpaid leave would be discounted for this purpose.

Gender Pay Gap Report 2025

At the data point for the gender pay gap report, there were 1811 relevant employees who were in receipt of full pay. Of these, 1327 were female which makes up 73% of the Trust's workforce.

Median Gender Pay Gap: 33.45%

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

Mean Gender Pay Gap: 15.02%

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



Pay Quartiles

	Male	%	Female	%
Upper Quartile	160	35.32%	29	64.68%
Upper Middle Quartile	140	30.97%	312	69.03%
Lower Middle Quartile	96	21.19%	357	78.81%
Lower Quartile	88	19.43%	365	80.57%
Totals	484	26.73%	1327	73.27%

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

Two male employees were paid a bonus in March 2025. This was paid under the terms of our Recruitment Referral and Incentive Scheme which is open to all employees of the Trust for all roles. The scheme offers a small financial incentive to employees who refer a successful candidate for a role within the Trust. Bonus activity remains very limited and does not materially influence the Trust's gender pay gap.

Data Analysis

The Gender Pay Gap figures for March 2025 show modest improvements in mean pay gap outcomes, while the median pay gap remains largely unchanged compared to March 2024. Overall, the data suggests incremental progress but highlights that structural differences in workforce composition continue to drive the gap, particularly through the distribution of roles across pay quartiles.

The median gender pay gap has marginally reduced by 0.15 percentage points, indicating that pay at the midpoint of the organisation has remained broadly stable year on year.

The mean gender pay gap has reduced by 1.61 percentage points, driven by an increase in female mean hourly pay alongside relatively stable male mean pay. This suggests a gradual improvement in the overall earnings of women, particularly in higher-paid roles which have a greater impact on the mean rate.

Between March 2024 and March 2025, there has been a slight increase in female representation across all quartiles, including the upper quartile and a notable shift of women into higher-paid roles, particularly in the upper middle and upper quartiles. A reduction in the proportion of women in the lowest quartile, although it remains predominantly female.

This redistribution supports the observed reduction in the mean gender pay gap, as more women are represented in higher-paid positions. However, the continued concentration of women in lower-paid quartiles continues to influence the median gap, which has seen minimal change.



Proposed Action

The Trust remains firmly committed to advancing equality, promoting diversity, and reducing the gender pay gap wherever possible. We will continue to refine our approach to flexible working and to review workforce and recruitment data to ensure our policies support fairness and progression for all staff.

We already have a rich and expanding programme of learning and development that supports staff at every stage of their career. Building on this strong foundation, we will continue to broaden opportunities for progression, particularly important given our predominantly female workforce. Strengthening professional development pathways will help increase female representation in senior roles and further embed our values of ambition, equity, and opportunity across the organisation.

We will continue to monitor our pay gap annually to identify long-term patterns and ensure our approach remains fair and evidence-based.