

Extol Trust – Gender Pay Gap Report 2025

Introduction

Extol Trust are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation but does not involve publishing individual employee data.

The overall gender pay gap is defined as the difference between the mean (average) or median (actual midpoint) hourly rate of pay of male and female employees.

The following report includes data from across all Schools within Extol Trust, as of 31st March 2025: Clavering Primary School (Hartlepool), Eldon Grove Academy (Hartlepool), New Silksworth Academy Infants and Juniors (Sunderland), Roseberry Primary School (Stockton-on-Tees), Rossmere Academy (Hartlepool), Springwell School (Hartlepool) Thorntree Academy (Middlesbrough), and also the Central Team.

The Results

The results of the statutory calculations are; snapshot date 31st March 2025.

Difference in mean and median hourly rate of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference male to female	26.25%	55.90%

Difference in mean and median bonus pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference male to female	Nil	Nil

Proportion of male and female employees who were paid bonus pay

	Proportion receiving a bonus
Male employees (% paid a bonus compared to all male employees)	Nil
Female employees (% paid a bonus compared to all female employees)	Nil

Proportion of male and female employees according to quartile pay bands

	Quartile 1 Lower	Quartile 2 Lower Middle	Quartile 3 Upper Middle	Quartile 4 Upper
Male (% males to all employees in each quartile)	2.04%	8.16%	11.22%	16.49%
Female (% females to all employees in each quartile)	97.96%	91.84%	88.78%	83.51%

Within each quartile, there is significant imbalance between the ration of woman to men (9:1 overall).

The gender pay gap reported is inflated due to there being more female colleagues being employed in the lower quartiles than males.

This is however the same for the upper quartiles, meaning our highest paid colleagues are also female.

Comments on the report by CEO – Mr Craig Nicholson

Extol Trust strives to be an employer of choice, committed to promoting equality of opportunity and the fair treatment of all staff, irrespective of gender.

We are confident that our gender pay gap does not stem from an equal pay issue. Our approach to remuneration is gender-neutral and transparent. We have robust job evaluation structures in place to ensure there is pay parity for roles of equal value across the Trust.

All our pay scales are determined by established national frameworks:

- **Teaching Staff:** Aligned with the School Teachers' Pay and Conditions Document (STPCD), which is reviewed annually.
- **Support Staff:** Aligned with the pay scales set out by the National Joint Council (NJC) for Local Government Services.

It is important to note that the gender pay gap is a high-level, non-adjusted indicator of the difference in average earnings between all men and women in an organisation. It is not a measure of equal pay. Our pay gap figures are significantly affected by the make-up and distribution of our workforce. The education sector is predominantly female, and this is reflected at Extol Trust.

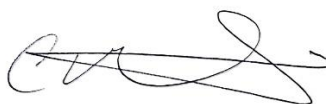
On the snapshot date of 31st March 2025 our workforce comprised 391 staff. Female colleagues made up 90.54% of this total. This demographic imbalance heavily influences the 'average' hourly rate for men and women, which is the figure used to calculate the gender pay gap.

To positively influence the gap, the Trust will continue its efforts to ensure our workforce is representative of the local communities our schools serve. This includes how we can help shift common stereotypes that may discourage potential male candidates from considering certain roles within education. We remain dedicated to ensuring that all roles at Extol Trust are seen as viable and rewarding career considerations for everyone.

Supporting statement

I confirm that the information published here has been prepared from our payroll data on the snapshot date and fairly represents the Gender Pay Gap information for Extol Trust.

Signature



Name

Mr Craig Nicholson

Position

Chief Executive Officer CEO

Date

30th March 2025