



## Gender Pay Gap Report – March 2026

We are committed to becoming a truly inclusive organisation, where everyone feels valued for their contribution. This is consistent with our core values and desire to promote Generations MAT as a great place to work.

Gender Pay Gap (GPG) reporting is a legal requirement for all organisations employing over 250 people. GPG reporting identifies any gap between men and women’s average pay and enables organisations to outline their plans for addressing this. Generations embrace this as part of our commitment to diversity and inclusion and increasing pay transparency.

Gender Pay Gap reporting is not the same as equal pay, the requirement to pay men and women (who do the same or similar jobs, or work of equal value) equally.

Our gender pay gap is significantly influenced by the market we operate in, education. The Department of Education School Workforce Census indicates that 76% of teaching workforce is female.

### Employment Mix

Overall, we have a much higher number of women employees than men (75% of all employees are women) and we have a higher proportion of women in a lower-graded roles where we employ more staff overall.

The report is based on 322 individuals as of 31<sup>st</sup> March 2025.

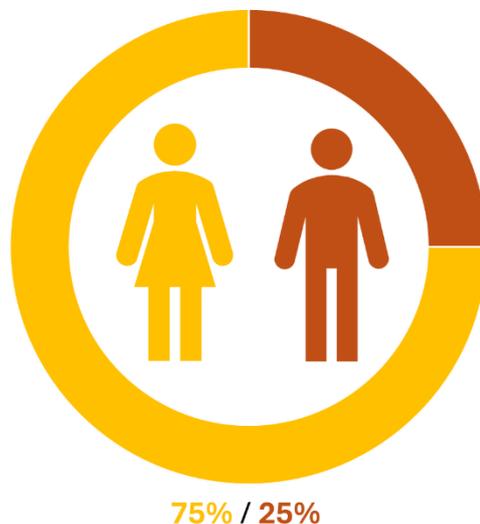


Figure 1: All employees, 31<sup>st</sup> March 2025



## Quartile Split

For formal gender pay gap reporting, we are asked to split our employees into four groups (quartiles) by hourly rate. Within these quartiles, the balance between men and women in Generations is shown below:

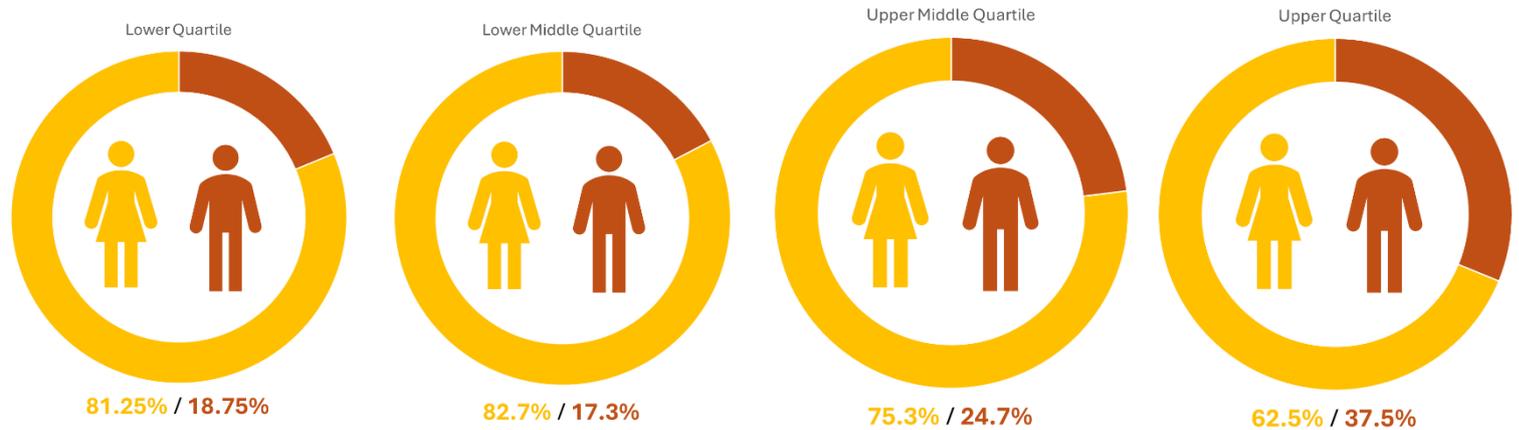


Figure 2: Quartile Split of all employees, 31<sup>st</sup> March 2025

Whilst the proportion of women in the Upper Quartile has reduced from 64% to 62.5% from 2024 to 2025, there has been an increase in female representation in the Upper Middle Quartile from 70% to 75% over the same period. Additionally, there has been a significant drop in men in the lower and quartile (23% to 18.75%) – these are generally term-time, part-time school roles, which has historically been more attractive to women.

## Our Gender Pay Gap

If you line up all the men and women in an organisation in two separate lines in order of hourly pay rate, the median pay gap will be the difference between the hourly rate of the women in the middle of her line and the man in the middle of his.

The mean gender pay gap is the difference between the average hourly earnings of men and women.

The table below shows how Generations values have changed over time and how this compares with the UK National median values:

Gender Pay Gap	2022	2023	2024	2025
Median Pay Gap	18.2%	36.8%	43.2%	45%
Mean Pay Gap	10.2%	14.1%	15.3%	20.7%
UK National Median (ONS)	14.4%	14.2%	13.1%	12.8%

We follow the School Teacher Pay & Conditions, and the National Joint Council pay frameworks. These are set nationally each year. However, the pay bands within the National Joint Council pay frameworks are lower than those in the teaching sector.



## Bonus Pay Gap

There are no bonus payments within Generations MAT.

### Our Gender Pay Gap Action Plan

According to the [Gender pay gap in the UK - Office for National Statistics](#) which use data from the Annual Survey of Hours and Earnings submissions, the mean Gender Pay Gap for all roles was 12.8% nationally in 2025. At 20.7% the Trust's figure is higher than the national average.

The Gender Pay Gap in education is well reported on, whilst action is taken to address this more can be done. 58% of our female workforce hold part-time or casual positions. We actively encourage the use of our Apprenticeship Levy and are delighted our current cohort have 50% female uptake to improve their skills and gain further qualifications. By actively providing flexible working solutions and the opportunity for development we will continue to drive the attraction of women into senior roles in education.

A common justification for a Gender Pay Gap is that men are likely to hold senior positions. Within Generations there are 38 members who are considered paid on Leadership/Management pay scales. 55% of this cohort are women. The most senior leadership roles where, for a number of years, there has been an equal split of females and males within our Senior Leadership Teams (SLT) at the schools within the Trust and the central Executive Leadership Team (ELT). However, the SLTs and ELT represent a small proportion of the upper quartile roles, and it is the case that there is a higher proportion of males within middle management roles, such as Heads of Departments and Phase Leaders in our schools. A further factor is that there is a greater distribution of females in the lower ends of the pay scales which has increased year-on-year.

The principal reasoning for our gap is term-time and part-time working is still more attractive for women. Many of our roles are female-centric such as Teaching Assistants, admin staff and Meal Supervisory Assistants. These roles offer family-friendly, part-time hours but, as a reflection of national standards, hourly rates at the lower end of the pay scales,

Our Gender Pay Gap report was created in accordance with government guidelines as defined by the Advisory, Conciliation and Arbitration Service, (ACAS).

This report is based on the snapshot of 31<sup>st</sup> March 2025.

I confirm that the data report is accurate.

Andrew Clarke, Chair of Board of Trustees