



Hurst Education Trust Ltd

Gender Pay Gap Report
For the Reporting Year: 2025-26

(Data Snapshot Date: 31st March 2025)

This report was reviewed and approved by the
Hurst Education Trust Board
in May 2025

Introduction

This report contains Hurst Education Trust's standard disclosure of the gender pay gap for the multi-academy trust.

All public authority employers (including School Academy Trusts) with 250 or more employees on the 31st March 2025 are required to publish their gender pay gap within one year, under legislation that came into force in April 2017. Employers must publish the gap in pay between men and women on both a median basis (pay per hour based on the person 'in the middle' of the distribution of pay) and a mean basis (average hourly salary).

In addition, employers are required to disclose the distribution of gender by pay quartile – in other words splitting the workforce into four groups based on their pay and showing the proportion of men and women in each group. Employers are also required to disclose percentages of staff receiving bonuses by gender and the gender gap on bonuses.

Hurst Education Trust welcomes and supports gender pay gap reporting, whilst recognising that we are not immune to broader societal issues affecting women in the educational workforce.

This report provides both the statutory disclosures required, as well as further context around gender pay at Hurst Education Trust.

Disclosures

The tables below show the overall median and mean gender pay gap and other data required by statute, based on the hourly rates of pay to those employed as at 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 female (lower than men by)	18%	42%

Difference in mean and median bonus pay (no bonuses were paid):

	Difference in the mean bonus pay	Difference in the median bonus pay
Pay gap. % difference male to female	n/a	n/a

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)	n/a
Female employees (% paid a bonus compared to all female employees)	n/a

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)	6.7%	3.8%	12.4%	13.3%
Female (% females to all employees in each quartile)	93.3%	96.2%	87.6%	86.7%

Management Summary

Hurst Education Trust has considered its data on gender and pay rates, noting that the reasons for pay differentials are almost entirely due to types of occupation within the Trust. Hurst Education Trust follows National and Sussex pay guidelines, for both teaching and support and all of our male and female staff are paid within the same pay band for the same job role.

A significant number of female staff are employed in education support roles, including Teaching Assistants, Learning Support Assistants and Midday Meals Supervisors. These roles are predominantly in the lower and lower middle quartiles.

A greater number of males are employed in roles within the upper middle and upper quartiles; these roles typically include more senior support roles, such as school business managers, and teaching roles, including head teacher and other leadership roles.

The uneven distribution of male and female staff within the quartiles as detailed above contributes significantly towards the differences between the median average' female hourly rate of pay and the median average male hourly rate of pay.

The Trust seeks to maximise opportunities for all employees, regardless of gender, through inclusive flexible working policy and recruitment processes which apply at all organisational levels.

Hurst Education Trust recognises its responsibilities and will continue to:

- Ensure that the recruitment, induction and career development processes across the Trust encourage all staff to progress their careers within the Trust.
- Encourage personal development and confidence to apply for promotion through our range of leadership development, coaching, mentoring and sharing of good practice across HET schools.
- Explore enhanced flexible working opportunities across all levels within the Trust.

We confirm that the above information has been prepared from our payroll data at 31st March 2025 and fairly represents the Gender Pay Gap information for Hurst Education Trust.

Signed:



Sue Atkinson
HR Director
Hurst Education Trust