Vanguard Learning Trust

Gender pay gap report, 2026

Introduction

The gender pay gap is the difference in the average earnings between all men and women in an organisation. In the UK, public, private and voluntary sector organisations with 250 or more employees are required to report on their gender pay gaps annually. This report covers the 2026–2027 reporting cycle, using a snapshot date of 31st March 2026. Oak Farm Primary School joined the Trust on 1st April 2026 and data from that school is not included in this report.

This report has 5 sections:

- **Section 1: Employers' reporting obligations**
  This section provides an explanation of what employers are required to report under government legislation.
- **Section 2: The differences between equal pay and gender pay gap**
  This section provides details of how 'equal pay' and a 'gender pay gap' are different.
- **Section 3: Interpreting gender pay gap data**
  A brief explanation on how to interpret the data presented in gender pay gap reports.
- **Section 4: Vanguard Learning Trust's gender pay gap report for the 2026-2027 reporting cycle**
  The Trust's gender pay gap report using data prepared by our payroll provider, Juniper Education.
- **Section 5: The Trust's commitment to reducing the gender pay gap**
  An explanation of how the Trust demonstrates its commitment to reducing the gender pay gap.

Section 1: Employers' reporting obligations

Employers must report six different measures, based on a snapshot of pay data on a date set out by the Government Equalities Office (click here):

- percentage of men and women in each hourly pay quarter;
- mean (average) gender pay gap for hourly pay;
- median gender pay gap for hourly pay;
- percentage of men and women receiving bonus pay;
- mean gender pay gap for bonus pay; and
- median gender pay gap for bonus pay.

In the Equality Act 2010, the terms 'male', 'female', 'men' and 'women' refer to a person's biological sex. The regulations covering gender pay gap reporting are made under the Equality Act 2010. This means that gender pay gap reporting must be based on employees' biological sex.

Employers with 250 or more employees have the option to produce and publish a voluntary action plan on the gender pay gap service, alongside their gender pay gap data. Subject to legislation, these will become mandatory from spring 2027. Action plans will show the steps employers are taking to:

- address the organisation's gender pay gap; and
- support employees experiencing menopause.

Section 2: The differences between equal pay and gender pay gap

Equal pay looks at the difference in men and women's pay for the same or similar work. It is possible to have a gender pay gap and to pay men and women fairly. If an organisation has a gender gap, it does not mean that one gender is necessarily being paid more than the other for the same role because one gender could occupy a greater proportion of higher-paying roles compared with the other. Equal pay does, however, consider whether men and women are being paid the same for similar work. Therefore, the analysis of a gender pay gap takes

into account the whole organisation's pay and compares key metrics for men and women, whereas equal pay considers whether men and women are being paid fairly for doing the same/similar role within the organisation.

Section 3: Interpreting gender pay gap data
Headline figures about the gender pay gap tend to focus on the median figure, which is less affected by extreme scores compared with the mean and is therefore thought to be the most representative measure in this context. This report shows the difference between the average earnings of men and women expressed relative to men's earnings. Data has been presented to 1 decimal place throughout the tables.

Section 4: Vanguard Learning Trust's gender pay gap report for the 2026-2027 reporting cycle
The Trust's payroll provider, Juniper Education, has prepared the data for this gender pay gap. The data has been included in tables 1-5 below with added commentary.

Table 1: Percentage of men and women in each hourly pay quarter

	Men as a percentage (%)	Women as a percentage (%)
Percentage of men and women	22.7	77.3
Upper hourly pay quarter	31.8	68.2
Upper middle hourly pay quarter	23.8	76.2
Lower middle hourly pay quarter	21.4	78.6
Lower hourly pay quarter	3.9	96.1

Table 1 shows that the proportion of women that fulfil the criteria of being 'relevant employees' as defined by the Government and Equalities office showed a negligible change since 2025. This means that the gender balance of the workforce has remained constant over the last 12 months. The proportion of women in the lower hourly pay quarter increased by almost 7% in 2026. There has been a decrease of almost 3% in the proportion of women in the lower middle hourly pay quarter whereas the proportion of women in the upper middle hourly pay quarter has remained almost constant. More notably, the proportion of women in the upper hourly pay quarter has increased by almost 5%.
The factors that have the greatest impact on the Trust's gender pay gap are:

- fewer women than men work in the most senior roles in the Trust;
- a large proportion of part-time and term-time only employees are women;
- the vast majority of support staff, who have average salaries less than those of teaching staff, are women; and
- a greater proportion of women work part-time and part-time roles are more common in the lower pay quartiles.

Table 2: Mean and median gender pay as a percentage hourly pay[1]

Mean gender pay gap using hourly pay (%)	23.7
Median gender pay gap using hourly pay (%)	39.9

Table 2 shows the mean pay gap which is the difference between average hourly earnings of men and women. The median pay gap is the difference between the mid points in the ranges of hourly earnings of men and women. This data shows that the gap between the mean hourly wages for men and women has

[1] A positive percentage shows that women have lower pay or bonuses than men.

increased by 2% since the 2025 reporting cycle, which is the same as it was in the 2024 reporting cycle. After remaining constant in the 2024 and 2025 reporting cycles, the gap between median hourly wage for men and women has increased by 3% in this reporting cycle. The mean, whilst being affected by outliers, is more indicative because of the disproportionate number of men and women in the bands.

The median gender pay gap was 8.3% and the mean gender pay gap was 10.8% for all employers that submitted data in 2025. As reported to Brightmine, a Confederation of School Trusts (CST) partner, the media gender pay gap for academy trusts was 6.4% and the mean gender pay gap was 6.8%. However, reporting to Brightmine is voluntary and it is not known what size this data set is. Therefore caution should be exercised when using this as comparative data.

Table 3: Percentage of men and women who received bonus pay

	Men	**Women**
Percentage who received bonus pay (%)	4.0	2.1

With due regard to the Equalities Office definition of a "bonus" for the purposes of gender pay gap reporting (click here), there has been an increase in the proportion of women and men who received a bonus in the snap shot period. There has been an increase of almost 3% in the proportion of men that have received a bonus in the year 2025-2026 compared with the previous year. The proportion of women receiving a bonus has increased from 0.3% to 2.1%. The majority of bonuses paid were for teachers who acted as early career teacher (ECT) mentors.

Table 4: Mean and median gender percentage pay gap using bonus pay

Mean gender pay gap using bonus pay (%)	52.0
Median gender pay gap using bonus pay (%)	0

Table 4 shows that both the mean gender pay gap using bonus pay is 52.0%. This means that for every £1 a man received in bonus pay, a woman received 48p. The table also shows that the median gender pay gap using bonus pay is 0% which means the middle woman in the data set received the same bonus pay as the middle woman in the group.

Table 5: Employee headcount

	Male	**Female**
Genders of "relevant" employees as defined by the Government and Equalities Office (click here)	99	338

Table 5 shows that the vast majority of 'relevant' employees continue to be female, despite overall increases in the number of both 'men' and 'women' employees. The majority of support staff at Vanguard Learning Trust work term-time only and many of these work part-time hours. Approximately 85% of Vanguard Learning Trust support staff included in the calculations are women, which is comparable with the national average of approximately 88.5% from data published in June 2026 (click here). Support staff tend to earn less than their teaching counter-parts (as confirmed in Table 1).

Section 5: The Trust's commitment to reducing the gender pay gap

Vanguard Learning Trust continues to operate as an equal opportunities employer and does not discriminate in any way (as defined by the Equality Act 2010 and other relevant legislation), regarding recruitment,

performance management and employees' career-development opportunities. Vanguard Learning Trust ensures full compliance with equal pay by:

- adopting full compliance with the school teachers pay and conditions document (STPCD);
- following the national joint council (NJC) "Green Book" for support staff, with particular reference to pay and conditions; and
- ensuring that recruitment is focussed on skills and qualities rather than demographic characteristics.

The Trust continues to challenge the historical imbalance in the education sector where a disproportionate number of lower paid support staff roles are occupied by female colleagues. It is committed to facilitating flexible working arrangements, where business needs permit, which leads to improved recruitment and retention. Underpinning all actions is Vanguard Learning Trust's equality duty policy which sets out the commitment to ensure that all people within the Trust, including students and staff, feel respected and valued and that recruitment and selection is open, transparent, fair and equal.