



Symphony Learning
TRUST

Gender Pay Gap Report

31st March 2026 Data

Published June 2026

The gender pay gap is the difference between the hourly rate of pay of male employees and female employees (as set out in the regulations), expressed as a percentage of the hourly pay rate of the male employees. The gender pay gap is reported on both a mean (average) and median (mid-point on a distribution) basis.

Nationally, in April 2025 the gender pay gap stood at 6.9%, down from 7.1% in 2024 - as published on the Office of National Statistics website. Nationally, one of the main reasons for the gender pay gap is more men are likely to hold senior positions. This is not the case with the Trust which has a similar ratio of men and women in each quartile

Differentials in gender pay across the workforce are not the same as ensuring equal pay. UK law has, since the 1970s, prohibited paying different amounts to men and women who are doing 'like work', 'work of equal value' or 'work rated as equivalent' unless there is a 'genuine material factor', for the difference.

Symphony Learning Trust is an equal opportunities employer. We support the fair treatment of all staff, irrespective of gender through our transparent recruitment, pay, and professional development processes. However, for a variety of reasons, outside of the control of the Trust the vast majority of employees are female.

The Trust is comprised of twenty schools, eight having joined in the 2025/2026 school year.

The Trust has 853 employees which has increased from 506 in March 2025. 69 (8.09%) are male, which has slightly decreased from 8.50% in March 2025 and 784 (91.91%) are female which has slightly increased from 91.50% in March 2025. We are a flexible employer, and a number of our employees take up this flexibility, with 20 (28.98%) of male employees and 572 (72.96%) of female employees choosing to work less than full time (32.5 Hours). Male flexibility option has increased from 10 in 2025 to 20 in 2026, similarly female flexibility option has increased from 317 in 2025 to 572 in 2026.

Mean pay gap	Median pay gap	Lower quartile	Middle lower quartile	Middle upper quartile	Upper quartile
10.4% lower for females	32.82% lower for females	96.85% F 3.15% M	98.43% F 1.57% M	87.06% F 12.94% M	89.02% F 10.98% M

There have been some changes since the last Gender Pay Gap Report was produced in March 2025, the Mean has decreased from 16% to 10.4%, and the Median has decreased from 50.23% to 32.82%.

We use pay scales for all teaching staff that are aligned to the School Teachers' Pay and Conditions Document (STPCD) which is reviewed on an annual basis.

For non-teaching staff we use Leicestershire County Council and North Northamptonshire Council pay scales which are based on the National Joint Council for Local Government Services (NJC).

Irrespective of gender, all teaching staff move through the pay scales for their grade and are subject to the annual appraisal process that recognises an individual's strengths, informs plans for their future development, and helps to enhance their professional practice. Non-teaching staff, move within the pay grade boundaries and additional payments can be made through performance management process – again this is irrespective of gender.

We have a significantly higher proportion of females in every quartile, including the upper. However, there are more females in the lower, middle lower and middle upper quartile than the upper quartile. This illustrates that the overall pay gap is a result of a lower proportion of males in the more junior grades.

Breakdown of gender pay gap within Symphony Learning Trust

	Mean pay gap	Median pay gap	Lower quartile	Middle lower quartile	Middle upper quartile	Upper quartile
Teaching staff Female – 88.75% Male 11.25%	10.90% lower for females	0.30% Lower for females	90.91% F 9.09% M	87.18% F 12.82% M	91.03% F 8.97% M	85.90% F 14.10% M
Non-teaching staff Female –94.77% Male – 5.23%	6.80% lower for female	7.64% lower for females	96.05% F 3.95% M	98.31% F 1.69% M	95.48% F 4.52% M	89.27% F 10.73% M

We have analysed this further and looked at the pay gap figures for teaching staff and support staff separately. The pay gap when looked as a median average was minimal for teaching staff. Although we have a majority of females in the junior pay grades, we also have a majority of women in the upper leadership grades. Across Symphony Learning Trust female employees account for 81.13% (this has increased from 76.32% in 2025) of all Assistant head teacher, Deputy Head teacher, Head of School, Head teacher and Executive Head teacher roles.

The Trust has a pay structure and other processes which ensure that discrimination based on gender is not currently an issue within the Trust. The Trustees of Symphony Learning Trust however recognise that the organisation has a higher gender pay gap than the national figure and they are committed to reducing this gap through: -

- Continue to support requests for flexible working hours for all staff, including the most senior roles in our organisation;
- Professional Development opportunities and professional dialogue with all staff to encourage promotion;
- Support gender specific training opportunities to encourage females into higher management roles.

Supporting statement

I can confirm that the above information has been prepared from our payroll data from the snapshot date of 31 March 2026 and fairly represents the gender pay gap information for Symphony Learning Trust.



Tim Sutcliffe

C.E.O Symphony Learning Trust

29th June 2026