



Gender Pay Gap 2025 – 2026

The Alliance Schools Trust Gender Pay Gap Statement

The Alliance Schools Trust employs over 650 staff and remains committed to fostering an inclusive and equitable workplace. As a trust operating within the education sector, our workforce continues to reflect a high proportion of women across all roles.

Year-on-Year Overview

Over the past year, our gender pay gap figures have changed as follows:

- **Mean gender pay gap:** increased from 5.3% to 22.18%
- **Median gender pay gap:** increased from 1.3% to 14.34%

These changes reflect shifts in workforce composition during the reporting period, including changes in senior roles and overall staffing structure. As with many organisations in the sector, relatively small changes at senior levels can have a notable impact on overall averages.

While the increase in both mean and median figures indicates a widening of the gender pay gap this year, it is important to consider this alongside our workforce profile and representation data.

Understanding Our Pay Gap

Our data shows that women continue to make up the majority of employees across all pay quartiles:

- 87.08% in the lower quartile
- 89.94% in the lower middle quartile
- 78.77% in the upper middle quartile
- 69.27% in the upper quartile

This demonstrates strong female representation throughout the Trust, including at senior levels. However, the gradual reduction in representation at higher pay quartiles indicates that there remains an imbalance in the distribution of roles, which is a key driver of the gender pay gap.

Importantly, our gender pay gap does not reflect unequal pay for equal work. Rather, it reflects the distribution of men and women across different roles and levels within the organisation.

Our Commitment and Next Steps

The Trust is proud of the high level of female representation across the organisation and the vital contribution women make at every level. We are committed to building on this strong foundation by:

- Supporting career progression and leadership development opportunities
- Reviewing recruitment and promotion practices to ensure fairness and accessibility
- Continuing to monitor pay and representation data to inform targeted actions

We recognise that improving representation at senior levels is key to reducing the gender pay gap over time, and this remains a priority for the Trust.