

## The Gateway Trust - Gender Pay Gap Report Snapshot date: 31.03.2025

### Difference in mean and median hourly rate of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference male to female	17.24	40.80

### Difference in mean and median bonus pay

	Difference in the mean bonus pay	Difference in the median bonus pay
Pay gap. % difference male to female	Nil	Nil

### 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)	Nil
Female employees (% paid a bonus compared to all female employees)	Nil

### 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)	20.93	12.50	25.00	37.21
Female (% females to all employees in each quartile)	79.07	87.50	75.00	62.79

### Supporting statement

I confirm that the information published here is accurate.

Signature:  Date: .....23 February 2026.....

Position: Chief Executive Officer

### Optional supporting narrative

As a Trust we are aware that the majority of our staff are female (76.07%). These females are made up of both Teaching and Support staff. A higher percentage are paid on a greater hourly pay range due to their role in school compared to male employees.

We ensure that all our job roles are advertised with no gender bias resulting in fair pay in each role.

For information purposes a teachers weekly hours have been calculated using the school timetabled week which is 32.5 hours.