

Gender Pay Gap Report

Activate Learning Education Trust is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out calculations that show the difference between the average earnings of men and women in our organisation but does not involve publishing pay data for individual employees.

Activate Learning Education Trust supports the fair and equitable treatment of all staff irrespective of their gender, or the role they perform

The data for the Gender Pay Gap Report has been extracted directly from EPM's portal and has been cleansed in line with Gender Pay Gap Reporting requirements. Gender Pay Gap Reporting is calculated using payroll data captured on 31st March 2025, which is the standard "snapshot" date for this report. The Gender Pay Gap is calculated using ordinary pay and bonuses. Ordinary pay is defined as basic pay, allowances, pay for piece work, leave and shift premium pay.

Snapshot Date: March 2025

Proportion of male and female employees according to quarter pay bands

2025	QUARTER 1 (LOWER)	QUARTER 2 (LOWER MIDDLE)	QUARTER 3 (UPPER MIDDLE)	QUARTER 4 (UPPER)
Male (% males to all employees in each quarter)	19.2%	19.5%	36.0%	48.0%
Female (% females to all employees in each quarter)	80.8%	80.5%	64.0%	52.0%

2024	QUARTER 1 (LOWER)	QUARTER 2 (LOWER MIDDLE)	QUARTER 3 (UPPER MIDDLE)	QUARTER 4 (UPPER)
Male (% males to all employees in each quarter)	8.31%	21.67%	38.12%	42.72%
Female (% females to all employees in each quarter)	81.69%	78.33%	61.88%	57.28%

Difference in mean and median hourly rates of pay

	DIFFERENCE IN THE MEAN HOURLY PAY	DIFFERENCE IN THE MEDIAN HOURLY PAY
Pay gap. % difference male to female	20.0%	33.3%

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)	0.0%
Female employees (% paid a bonus compared to all female employees)	0.9%

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	N/A (no male bonuses paid)	N/A (no male bonuses paid)

SUPPORTING STATEMENT

I can confirm that the information published here is accurate.

Signature: Harjit Sidhu

Date: 03/03/2026

Position: Head of Human Resources

SUPPORTING NARRATIVE

Our gender pay gap is influenced by the distribution of roles across the Trust. We regularly review our pay structures to ensure fairness and continue to monitor workforce data to identify and address any imbalances.

ACTION PLAN

We will continue to review pay and grading annually, promote fair recruitment practices, and support development opportunities to encourage progression into higher-paid roles. Progress will be reviewed each year.