



Ascendancy
Partnership
Trust

Gender Pay Gap Report

2025 - 2026





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Stronger and Better Together



1. Requirement to Report

From 2017, any employer who has a headcount of 250 or more on their 'snapshot date' must comply with regulations on gender pay gap reporting.

The gender pay gap is the difference between the average earnings of men and women.

The Ascendancy Partnership Trust formed on 1 December 2024. This is the first whole Trust Gender Pay Gap report.

The latest "snapshot date" for Gender Pay Gap reporting was 31 March 2025. The Trust has not yet harmonised terms & conditions across the schools.



2. Trust Workforce and Pay

The workforce of the Trust is made up of the Central Team and within our schools we have leadership and management, teaching and learning staff and school business support staff. The Trust employs a high proportion of female staff who tend to be looking for term time flexible contracts, often due to family responsibilities.

Salaries are paid in accordance with the Trust's Pay Policy and the national terms and conditions for school Teachers (Burgundy Book) and NJC terms and conditions for school support staff (Green Book). Job evaluation and salary benchmarking are used to determine pay for staff.

As a relatively new Trust there are some pay differences between our schools due to previous arrangements under three different local authorities. Manor Green School is within the London Fringe whereas Addington and Brookfields Schools are not. For these reasons current data may not be as equal as we would like it to be across our schools, and as the Trust develops, we will seek to address any differences in pay for men and women who undertake the same job, or similar jobs of equal value.

In addition, the Trust will take actions to encourage underrepresented groups to apply for future Trust vacancies.

The Trust is committed to addressing any gender pay gaps identified by reducing or eliminating them.

Since the snapshot date of 31 March 2025, the Trust has implemented a Trust-wide Pay Policy which removes the option for bonus payments.



3. Our Data as of 31 March 2025

Pay – Hourly Rate

The difference between men and women.

	Mean	Median
All	17.05	13.05
Female	16.93	12.93
Male	17.98	13.52
Pay Gap	5.87%	4.36%

Pay Quartiles

Total distribution of male and female employees by hourly pay quartile

	Lower	Low-Mid	Upper-Mid	Upper
Female	92%	89%	85%	85%
Male	8%	11%	15%	15%

Bonus Pay

Bonus pay difference between men and women.

	Mean Bonus	Median Bonus	Number receiving a Bonus	% Bonus Distribution
Female	£662.47	£552.50	4	0.61%
Male	£979.83	£979.83	1	1.11%
Pay Gap	32.39%	43.61%		



Commentary

The gender pay gap of 5.87% (mean) & 4.6% (median) is explained by a small number of male employees being in senior leadership team roles.

The Trust-wide Pay Policy removes the option for future bonus payments.

National Gender Pay Gap

For all workers (full-time and part-time), the UK's median gender pay gap in 2025 was 12.8% in favour of men. So, women in the UK earn 87p, on average, for every pound men earn (Chartered Institute of Personnel & Development).



4. Conclusion and Actions

Based on the Gender Pay Gap analysis, the gender pay gap for the Trust, as a whole, is of low concern.

As we consider harmonisation of terms and conditions across Trust schools the pay differences between our schools will be examined and remedied as required.

The Trust aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- Take action to reduce and eliminate gender pay gaps.
- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010.
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- Foster good relations across all characteristics, between people who share a protected characteristic and people who do not share it.

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March 2026

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