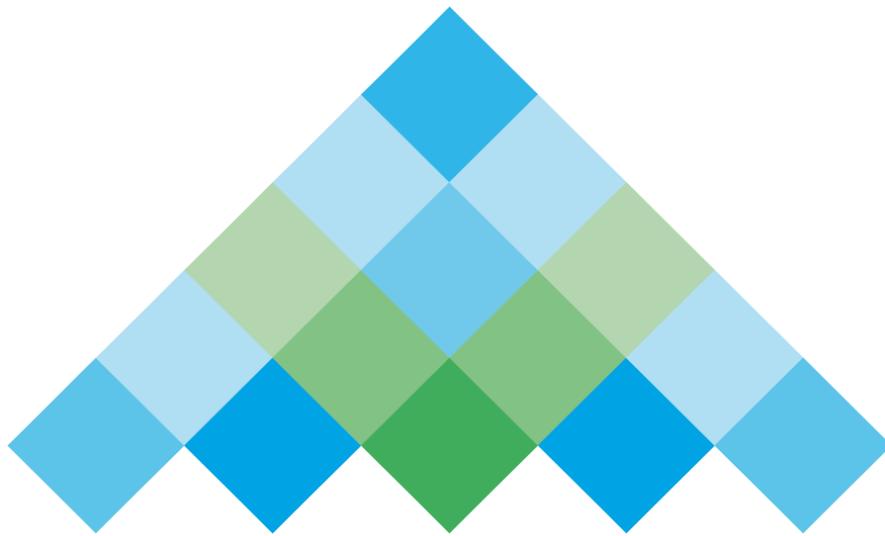


Greater Manchester Education Trust Gender Pay Gap Report

2025



GMET

Greater Manchester
Education Trust

Introduction

Greater Manchester Education Trust is committed to equality of opportunity and to ensuring that all staff are treated fairly and rewarded appropriately for the roles they undertake.

Gender pay gap reporting legislation requires organisations with 250 or more employees to publish statutory calculations annually showing the difference between the average earnings of men and women across the organisation. The gender pay gap is different from equal pay; equal pay relates to men and women receiving the same pay for the same or equivalent work, whereas the gender pay gap measures the difference in average pay across the workforce.

This report is based on a snapshot of employees on 31 March 2025 and the pay period in which this date falls.

Workforce Profile

On the snapshot date of 31 March 2025, the Trust employed:

- 742 employees
- Female employees: 539 (72.6%)
- Male employees: 203 (27.4%)

This reflects the wider national pattern within the education sector, where the workforce is predominantly female, particularly within teaching and support roles. In 2024, the Trust employed 694 staff, of whom 72% were female and 28% male.

Gender Pay Gap – Hourly Pay

Mean Gender Pay Gap

- Mean male hourly pay: £27.74
- Mean female hourly pay: £23.94

Mean gender pay gap: 13.68%

This represents the difference between the average hourly earnings of men and women across the Trust.

Comparison with 2024

- 2024 mean gender pay gap: 11.5%
- 2025 mean gender pay gap: 13.68%

The change reflects differences in the distribution of roles across the workforce rather than unequal pay for equivalent roles.

Median Gender Pay Gap

- Median male hourly pay: £24.86
- Median female hourly pay: £21.63

Median gender pay gap: 12.99%

The median figure compares the midpoint of male and female earnings and is less influenced by very high or very low salaries.

Comparison with 2024

- 2024 median gender pay gap: 17.8%
- 2025 median gender pay gap: 12.99%

This represents a reduction in the median pay gap compared with the previous reporting year.

Bonus Pay

During the relevant reporting period a small number of employees received bonus payments associated with legacy arrangements within one school in the Trust.

Statutory bonus reporting therefore applies.

- Mean bonus gender pay gap: 0%
- Median bonus gender pay gap: 0%
- Percentage of male employees receiving a bonus: very small proportion
- Percentage of female employees receiving a bonus: very small proportion

Bonus payments are not a typical feature of the Trust's reward structure.

Gender Distribution Across Pay Quartiles

The pay quartiles illustrate the proportion of male and female employees in each quarter of the pay distribution.

Pay Quartile	Female	Male
Lower Quartile	83.3%	16.7%
Lower Middle Quartile	65.4%	34.6%
Upper Middle Quartile	79.5%	20.5%
Upper Quartile	63.4%	36.6%

The data shows that women make up the majority of the workforce across all quartiles, reflecting the overall gender composition of the Trust.

Men are proportionally more represented within the upper pay quartile, which contributes to the overall gender pay gap.

Understanding the Gender Pay Gap

The gender pay gap does not indicate unequal pay for equal work. The Trust operates nationally recognised pay frameworks for teachers and support staff and is confident that men and women are paid equally for performing equivalent roles.

The pay gap arises primarily from the distribution of roles within the workforce. As is common across the education sector, women are more highly represented in part-time roles and in lower-paid support roles, while men are proportionally more represented in some senior leadership and specialist positions.

These structural factors influence the average earnings figures used in gender pay gap reporting.

Commitment to Equality

Greater Manchester Education Trust is committed to maintaining a fair and inclusive workplace and to supporting the development and progression of all colleagues.

The Trust continues to focus on:

- fair and transparent recruitment processes
- leadership development opportunities for staff across the organisation
- flexible working practices that support work-life balance
- ensuring equitable access to professional development and career progression

The Trust will continue to monitor workforce data annually to ensure that equality of opportunity remains a core principle of its people strategy.

Declaration

I confirm that the information contained in this report is accurate and has been calculated in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Signed

Date



16.03.26

Damian Owen
Chief Executive Officer
Greater Manchester Education Trust