Gender Pay Report – St Bede's School Trust Sussex – 2024-2025

Executive Summary

In accordance with the Equality Act 2010, St Bede's School Trust Sussex (the Trust) is required to publish an annual Gender Pay Gap Report. The gender pay gap is the difference in the average hourly rate of pay between all women and all men across the organisation, regardless of their role.

The 2025 reporting period captured data during a unique and transitional phase for the Trust. The figures reflect a temporary widening of the gap caused by the simultaneous implementation of a Trust-wide pay scale review and a Teachers' Pension Scheme (TPS) exit consultation.

Key Findings: Gender Pay Gaps

Metric	**2025 (Current)**	**2024 (Previous)**
Mean Gender Pay Gap	**26.4%**	10.6%
Median Gender Pay Gap	**24.8%**	14.5%

Quartile Analysis (2025)

The proportion of male and female employees in four pay bands, ordered from lowest to highest hourly rate:

- **Upper Quartile:** Men 64% / Women 36%
- **Upper Middle Quartile:** Men 45% / Women 55%
- **Lower Middle Quartile:** Men 32% / Women 68%
- **Lower Quartile:** Men 28% / Women 72%

Contextual Analysis: Why the Gap has Widened

The 2025 data shows a temporary deviation from our long-term trend of narrowing the gender pay gap. This is due to several non-recurring factors:

1. **TPS Exit Consultation:** During this period, the Trust transitioned teachers out of the Teachers' Pension Scheme. To maintain total reward parity, the Trust matched previous contribution levels with an 11% salary uplift. A disproportionately high number of long-serving male teachers were affected by this change, leading to a significant but isolated spike in male hourly rates during this snapshot.
2. **Baines Cutler Pay Review:** We have recently migrated staff onto new pay spines. Many of our long-standing teachers who required migration onto higher spines were male. Conversely, a higher proportion of our newer teachers—who are female—had already been

placed on the new spines, meaning their relative pay growth was not captured in this specific window in the same way.

3. **Executive Vacancies & Timing:** This snapshot fell during a period where several senior female executive positions were vacant and undergoing recruitment. Additionally, the review cycle for existing female executive pay had not yet concluded at the time of the snapshot. The absence of these high-earning female roles significantly impacted the "Upper Quartile" averages.

Looking Ahead

It is important to note that these figures represent a "point-in-time" anomaly. The Trust has already modeled the data for the upcoming 2026 report, which accounts for the completion of the pay spine migration and the appointment of the new senior female leads. Preliminary modeling indicates that the gender pay gap will return to, or improve upon, 2024 levels in the next reporting cycle.

Declaration

The Trust remains a committed Equal Opportunities employer. We are confident that our job evaluation processes ensure equal pay for equal work, and we continue to work toward long-term gender pay equity.

Confirmed as a true and accurate report:

Emma Maynard

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Chief People Officer