



GENDER PAY GAP REPORT

Reporting
Year:
2025/26

SNAPSHOT DATE: 31st March 2025

Percentage of men and women in each hourly pay quartile:

| | Quartile 1 (lower) | Quartile 2 (Lower Middle) | Quartile 3 (Upper Middle) | Quartile 4 (Upper) |
|---|-----------------------|------------------------------|------------------------------|-----------------------|
| Male % males to all employees in each quartile | 7.29 | 5.88 | 5.88 | 25.73 |
| Female % females to all employees in each quartile | 92.70 | 94.11 | 94.11 | 74.26 |

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 | 10.04 | 21.14 |

Percentage of men and women who received bonus pay

| | Proportion receiving a bonus |
|---|------------------------------|
| Male employees % paid a bonus compared to all male employees | 0 |
| Female employees % paid a bonus compared to all female employees | 0 |

At The Link Academy Trust, we remain committed to understanding and addressing the factors that influence pay across our organisation. Our data shows that the mean hourly rate for male employees is £29.53, compared with £19.48 for female employees. This results in a **mean gender pay gap of 34.01%**, indicating that, on average, women earn a lower hourly rate than men across the Trust. The median hourly rate highlights an even greater difference: males have a median rate of £34.40, while females have a median rate of £13.26, creating a **median gender pay gap of 61.46%**. This reflects the distribution of roles within the Trust, with a higher concentration of female employees occupying positions in the lower-paid job groups.

Bonus Pay Summary

During the reporting period, no bonuses were awarded to any employees at The Link Academy Trust. As a result, both the mean and median bonus gender pay gaps stand at **0%**, and the proportion of both male and female staff receiving a bonus is also **0%**. This indicates that bonus payments do not contribute to our overall gender pay gap.

Pay Quartile Summary

The Trust's workforce remains predominantly female across all pay quartiles, reflecting trends often seen in the education sector. In the lowest quartile, **92.70%** of employees are women, with men representing **7.30%**. This pattern continues through the second and third quartiles, where women make up **94.12%** of staff in each, and men account for **5.88%**. In the upper quartile, female representation remains strong at **74.26%**, while men make up **25.74%**. Although the proportion of male employees increases within higher pay bands, women continue to form the majority at all levels of the organisation. This distribution helps explain the significant median gender pay gap and highlights the importance of ongoing efforts to support progression and development opportunities for all.

The Trust demonstrate fair and equal recruitment processes and ensure good practice is maintained to have a fair and consistent approach to pay and grading and advertisements for vacancies are advertised with no gender bias.

I can confirm that the information published here is accurate

Signature:



Date: 30th January 2026

Position: HR Operations Manager