



Gender Pay Gap Report 2025

What is the gender pay gap?

Whilst equal pay concerns the pay difference between individuals or groups performing the same or similar work, gender pay gap is concerned with difference in the average earnings of men and women, regardless of their role or seniority and irrespective of whether they are full-time or part-time. It is therefore a broader measure capturing not simply any equal pay issues within an organisation but also any pay inequalities resulting from differences in the sorts of jobs performed by men and women and the gender composition of the workforce by seniority.

This report includes the following information:

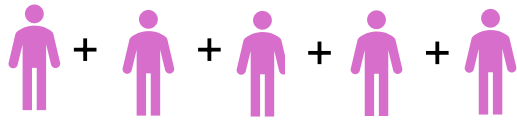
- Mean gender pay gap in hourly pay;
- Median gender pay gap in hours pay;
- Quartile pay bands.

The intention of the pay gap reporting is to focus the Trusts' attention on taking action to reduce those inequalities.

Distinguishing between median and mean

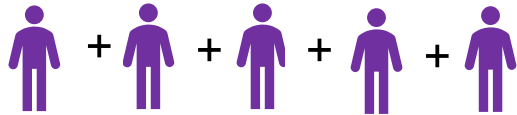
This report looks at both the mean and the median, together these figures give a more complete picture. The Median shows the pay of the 'typical' worker, whilst the mean highlights the impact of high or low earners.

The mean figure is the average figure when



Total salary for all female employees

Mean average female pay



Total salary for all male employees

Mean average male pay

Difference =

Mean hourly pay

The median figures is



Lowest → Highest Hourly Pay

The difference – Median Hourly Pay gap

Male and Female definition

This report uses the terms male and female based on the information supplied to us by our employees as their legal gender

What is a full pay relevant employee for the Helix Trust

Full-pay relevant employees are those people employed by the Helix Academies trust on the 31st March 2025

- They were paid their full basic pay, which includes their annual leave pay
- They were paid less than their full pay due to irregular working hours, but not due to a reduction in pay for leave.

Pay Gap versus Equal Pay

The gender pay gap measures the difference between men and women's average pay. Equal pay is ensuring that women are not being paid less than men for the same work. The Equal Pay Act (1970) makes this illegal.

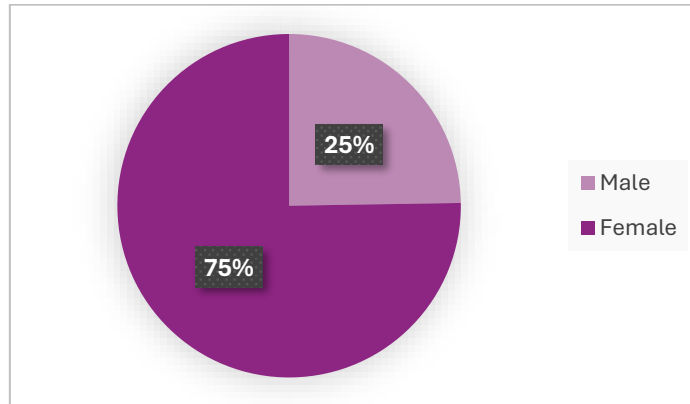
The Helix Trust Pay Structure

All of our staff are paid in accordance with the pay system as defined in each school's pay policy. The Support staff are paid in line with NJC Pay Scheme and Teachers in line with STPC.

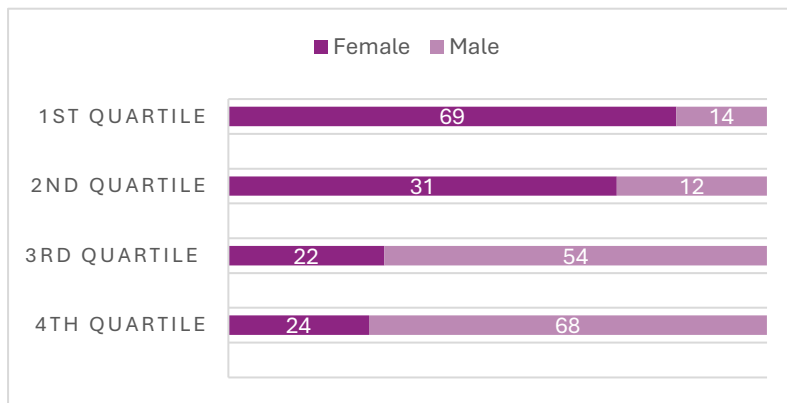
Gender Gap Report

This information is based on data from 31st March 2025.

The proportion of Male and Females employed by Helix Academies Trust



Proportion of male and females by pay



The Helix Academies Trust Gender Pay Gap

	April 2025
Mean GPG	13.88%
Median GPG	24.55%

What is the National Gender Pay Gap and how do we compare

This comparison is based on information published by [Employer Link](#) in their 2024 report.

	April 2025	Multi Academy Trust Schools (primary & secondary)	School sector national average
Mean GPG	13.9%	18.8%	17.9%
Median GPG	24.5%	30.2%	27.6%

Helix Academies Trust do have a gender pay gap, it is below the national average figure in our sector. It is important to note that our gender pay gap is not due to men and women being paid differently for the same work. The gender pay gap is due to the range of roles and varying contracts that both men and women fulfil within the Trust. It is recognised that more women apply to the education sector due to the attractive working patterns,