

GENDER PAY GAP REPORT

SEN Trust Southend

31st March 2025

Gender Pay Gap Report 2025

Public bodies, like SEN Trust Southend, with over 250 employees are required to report annually on the gender pay gap . The gender pay gap is an annual snapshot as at the 31st March of the difference between the average pay of men and women within the trust/school.

Gender pay gap reporting doesn't specifically report on who earns what, but instead looks at what women earn compared with men. It provides a framework within which gender pay gaps can be identified, enabling us to constructively consider why they exist and what we can then do about them.

There are six measures of the gender pay gap:

Mean Gender Pay Gap	The difference between the **mean hourly rate** of pay of male and female full-time employees
Median Gender Pay Gap	The difference between the **median hourly** rate of pay of male and female full-time employees
Mean Bonus Pay Gap	The difference between the **mean bonus pay** paid of male and female full-time employees
Median Bonus Pay Gap	The difference between the **median bonus pay** paid of male and that of female full-time employees
Bonus Proportions	**Percentage** of male and females receiving **bonus pay**
Quartile Pay Bands	**Percentage** of male and females in **each hourly pay quartile**





Gender Pay Gap

Mean Gender Pay Gap

18.3%

Median Gender Pay Gap

1.6%

Commentary

- The mean pay gap is the difference between hourly earnings for female and male staff, taking the sum of all hourly rates divided by the total number of female or male staff.
- The median pay gap is the difference between the midpoints in the ranges of hourly earnings between female and male staff.
- A positive percentage shows that women have lower pay than men.
- A negative percentage shows that men have lower pay than women.
- A zero percentage shows that there is equal pay between men and women in your organisation.

You could also present a comparison to previous years.

	2025	2024	2023
Mean Gender Pay Gap	18.3%	19.5%	21.9%
Median Gender Pay Gap	1.6%	13.6%	12.7%

Bonus Pay Gap

Mean Bonus Pay Gap

0%

Median Bonus Pay Gap

0%

Commentary

The SEN Trust Southend does not pay bonuses to staff.

Comparison for previous 3 years:

	2025	2024	2023
Mean Bonus Pay Gap	0%	0%	0%
Median Bonus Pay Gap	0%	0%	0%





Bonus Proportions

Bonus Proportions - Males

0%

Bonus Proportions - Females

0%

Commentary

The SEN Trust Southend does not pay bonuses to staff.

Comparison for previous 3 years:

Bonus Proportions	2025	2024	2023
Males	0%	0%	0%
Females	0%	0%	0%

Quartile Pay Bands

	Upper Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile
Male	23%	14%	10%	14%
Female	77%	86%	90%	86%



Additional Information

The SEN Trust Southend employed over 400 staff as at the 31st March 2025 with 15% male, 85% female.

The SEN Trust Southend is committed to fostering a culture of equality, diversity, and inclusion across all areas of our organisation. We are dedicated to ensuring that every member of staff is treated fairly, regardless of gender, through transparent recruitment practices, clear pay structures, and consistent access to professional development opportunities.

All roles within the Trust are aligned to nationally recognised pay scales, with defined pay ranges and progression points. Teachers are paid according to the national teaching pay scale, ensuring that pay is equitable and not influenced by gender. Likewise, support staff working in equivalent roles receive equal pay for equal responsibilities. Equal pay means that men and women performing the same or equivalent roles are paid the same.

The SEN Trust Southend is confident that our gender pay gap does not arise from paying men and women differently for comparable work, but reflects the distribution of roles within the organisation.

