



Gender

pay gap narrative

Reporting 2025, Data 2024

Prepared by

Sarah Farquhar

Chief People Officer, EDT

Foreword

At Education Development Trust (EDT), our purpose is to increase the life chances of individuals by improving education and skills outcomes. Everything we do is underpinned by our values:



The core value of “We embrace diversity and treat everyone with respect” is a key organisational priority for us. Reporting on our gender pay gap is an important part of this, ensuring that we understand the extent of any issues, consider and address underlying causes, and seek to improve year on year.

While this report meets the legal requirement in the UK for us to report on our gender pay gap, it also provides further analysis, beyond the statutory reporting requirements. It aims to identify areas for focus and improvement for the future as we – along with many employers in the UK – prepare to tackle and reduce our current gap. While the gender pay gap is not the same as equal pay for equal work, an area that we manage closely through our job evaluation process, the analysis we have undertaken in preparing the gender pay gap data has given us an opportunity to understand our gap more clearly and identify actions as a result.

Measuring the gap

The information we are required to report relates to the following areas:

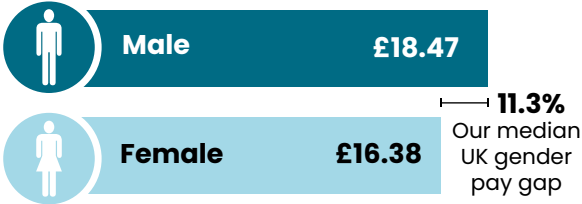
- » **The gender difference between the mean hourly rate of pay as a percentage**
- » **The gender difference between the median hourly rates of pay as a percentage**
- » **The gender difference between mean bonus pay over the preceding 12 months as a percentage**
- » **The gender difference between median bonus pay over the preceding 12 months as a percentage**
- » **The proportion of male and female employees who received a bonus during the last 12 months**
- » **The proportion of male and female employees in each of the four quartiles of the pay range.**

Reporting our pay gap

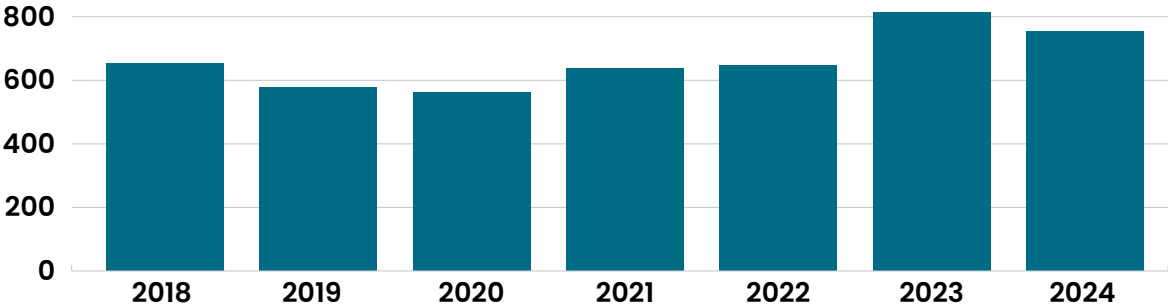
Mean hourly rate for 2024



Median hourly rate for 2024

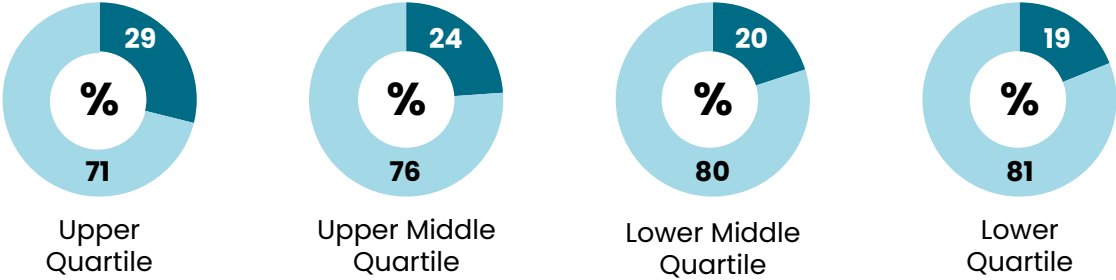


Total number of employees

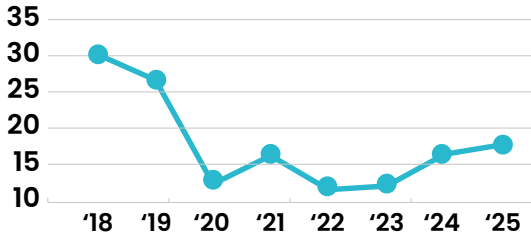


Gender breakdown in each quartile

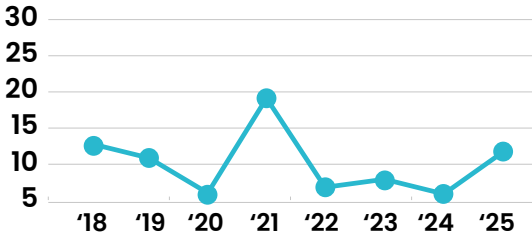
■ Male employees ■ Female employees



Mean pay gap 2018-2025



Median pay gap 2018-2025



Understanding our gender pay gap

Our UK gender pay gap for this reporting period is a mean of 18.2%, or a median of 11.3%, compared to the education sector averages of 14.2% and 20.1%, respectively (ONS 2023). Our data from the past five years shows an overall trend towards closing our gender pay gap. However, we have seen an increase in our gap in 2024 and we are keen to understand the drivers for this and identify opportunities to close the gap.

Overall, we have a higher proportion of female staff than male staff and we would hope to see the same proportion of men and women in each quartile. Where the distribution in quartiles does not reflect our staff profile, we are working to understand the reasons for this and to take action to redress the balance.

In the upper middle quartile, the proportion of male staff is roughly reflective of the organisation as a whole (23% of our employees are male and male staff comprise 24% of the upper middle quartile). However we do see a slightly higher proportion of male employees in the upper quartile and less representation of men in the lower middle and lower quartiles which are typically trainee and support roles. We have seen significant change in our organisational leadership over the past 18 months which has adjusted the balance of our Board of Trustees and Executive teams, with a higher percentage of male employees in our Executive team. However when we look at our senior management team (the next tier of leaders), they reflect the gender balance across the wider organisation (24% male, 76% female). We continue to focus on our goal of recruiting and developing female leadership.

How we are working to close the gap

Achieving a diverse and inclusive working environment continues to be a strategic priority for EDT.

We have recently undertaken a review of our organisational structure, developed a new five-year strategy, and relaunched our core values.

Over the last year we have continued to work in collaboration with our special interest groups focussing on ethnicity, gender, LGBTQ+, disability and neurodiversity representation and inclusion. We have seen good levels of engagement and positive feedback from participants, enabling debate on key issues affecting staff.

Our annual engagement survey helped us to understand more about staff experiences and continues to help us shape our plans. We were encouraged to see that staff responded positively about their engagement with EDT, and reported feeling that they are treated with respect in the workplace.

We continue to take proactive steps to ensure fair pay and career progression for all, and we are committed to reducing barriers to progression. Some examples of how we are fostering a positive organisational culture to aid progression, especially for women in the workplace, are as follows:

- » **We are committed to enabling flexibility in working arrangements**
- » **A range of enhanced family-friendly policies providing support and flexibility – 20.2% of the workforce have contractual flexibility**
- » **The introduction of a menopause policy and the implementation of reasonable adjustments for female employees dealing with symptoms**
- » **The development of new policies around neonatal care, parental bereavement and domestic abuse (2025)**

- » **A focus on career development and promotion**
- » **Internal skills mapping used to foster professional growth and provide upskilling and training, informing succession planning and action to address the disparities**
- » **A commitment to an equitable workplace culture**
- » **Sexual harassment in the workplace training and a new policy and risk assessment**
- » **Anti-racism and LGBTQ+ employee groups, providing safe spaces for discussions on discrimination and challenges (gender intersects with race and ethnicity, sexual orientation and disability, resulting in overlapping barriers for women)**
- » **Awareness raising days, including International Women's Day (8th March).**

More broadly we support inclusive recruitment aligned to our Disability Confident Employer commitments. We also have a strategic focus on wellbeing as recently evidenced through our Mental Health at Work commitment. We will be talking to our new employee voice forum about how else we can support inclusivity in our organisational culture.

We continue to be committed to eliminating our gender pay gap as a part of our wider work on reducing bias, increasing opportunities for all, and creating an inclusive and diverse work environment.

Sarah Farquhar

Chief People Officer, EDT



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To find out more about EDT's gender pay gap narrative, our research, and how EDT is working to improve life chances through education and skills, please get in touch.

✉ enquiries@edt.org

🌐 Education Development Trust

Highbridge House, 16-18 Duke Street, Reading, Berkshire RG1 4RU

T +44 (0) 118 902 1000

E enquiries@edt.org

W edt.org

