



Gender pay gap report 2026

Reporting 2026 (data snapshot 2025)

At edt, our purpose is to increase life chances by improving education and skills outcomes around the world. This work is underpinned by our commitment to diversity, equity and inclusion, and to treating everyone with respect.

Publishing our gender pay gap report is an important part of this commitment. It enables us to understand where structural inequalities exist, to be transparent about our progress, and to identify practical actions to reduce our gender pay gap over time. While the gender pay gap is distinct from equal pay for equal work – which we manage carefully through job evaluation and pay governance – it remains an important indicator of representation, progression, and opportunity across the organisation.

This report meets our statutory reporting obligations and provides additional context and analysis to support understanding of our data and the actions we are taking.

Measuring the gender pay gap

UK gender pay gap reporting requires organisations to publish data on:

- > the gender difference in mean hourly pay
- > the gender difference in median hourly pay
- > the proportion of men and women in each pay quartile
- > (where applicable) gender differences in bonus pay.

The data in this report is based on the required snapshot date and covers UK employees only.

Our gender pay gap in the UK

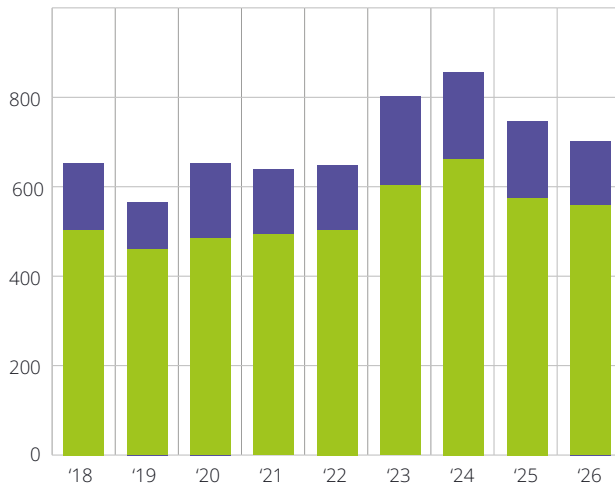
Mean hourly rate for 2026



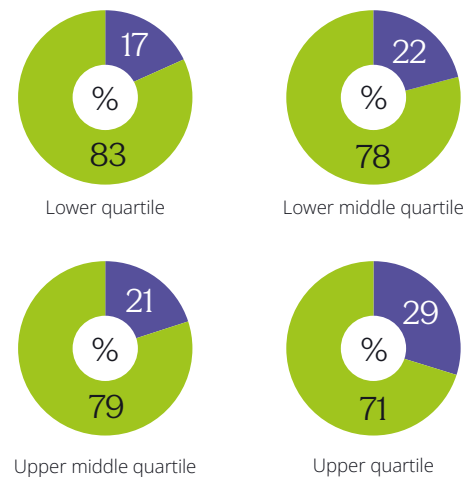
Median hourly rate for 2026



Total number of employees



Gender breakdown in each quartile for 2026

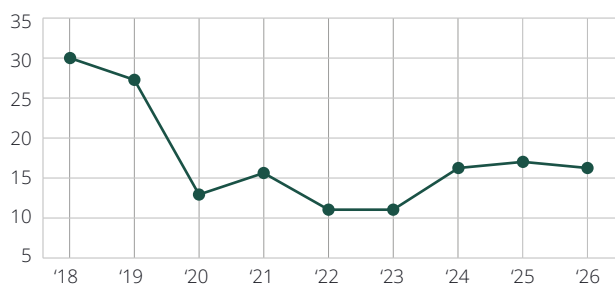


Gender pay gap trends over time

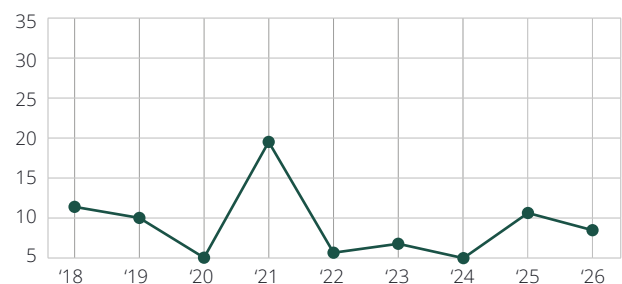
Looking across the last nine reporting years, our data shows:

- a significant long term reduction in both mean and median gender pay gaps since 2017
- periods of short term increase or plateau, reflecting organisational change rather than pay inequity
- a consistently lower median gap than mean gap, indicating that the largest drivers of the gap sit at the upper end of the pay distribution.

Mean pay gap 2018 - 2026



Median pay gap 2018 - 2026



This represents a reduction in both mean and median pay gaps compared with the previous year, continuing the longer term downward trend since reporting commenced, albeit with some year on year fluctuation. While progress has not been linear, the overall direction of travel demonstrates sustained improvement.

Understanding the gender pay gap

edt has a workforce that is predominantly female. Ideally, we would expect the gender distribution in each pay quartile to broadly reflect this overall profile. As in previous years, our data shows:

- higher female representation in the lower and lower middle quartiles, which typically include trainee, entry level and support roles
- higher male representation in the upper quartile, which continues to exert upward pressure on the mean pay gap.

The reduction in the median pay gap this year suggests improving balance within the middle of the pay distribution. However, the mean gap remains more sensitive to senior role composition, particularly where relatively small changes in leadership roles can have a disproportionate impact.

Over the last year, edt has continued to experience:

- leadership and structural change, including changes in senior and executive roles
- targeted recruitment into specialist and senior posts, where the external labour market can be more male dominated
- organisational growth and contraction in different functions, affecting the distribution of roles across pay quartiles.

These factors help explain why progress, while positive overall, can vary from year to year.

Actions taken to date

Reducing our gender pay gap remains part of edt's wider commitment to inclusion and wellbeing. Over recent years we have continued to:

- enable flexible working arrangements, supporting retention and progression
- maintain enhanced family friendly policies, including parental, neonatal and bereavement support
- promote edt's Menopause Policy and reasonable workplace adjustments
- strengthen career development, skills mapping and succession planning
- support active employee networks across gender, ethnicity, LGBTQ+, disability and neurodiversity
- deliver training on dignity, respect and sexual harassment prevention
- promote inclusive recruitment aligned with our Disability Confident Leader status.

Looking forward

Over the coming year, we will focus on the following priority actions:

1. Senior representation and progression

- Review gender representation in senior and specialist roles annually.
- Embed gender considerations into succession planning and leadership development.

2. Recruitment and workforce planning

- Continue to use inclusive recruitment practices and diverse shortlisting and continue to track promotions and unsuccessful promotions to assess for biases.
- Monitor gender outcomes in senior and specialist roles.
- Implement an Equality Impact Assessment process in programme management and policy review processes.

3. Pay and reward governance

- Maintain robust job evaluation and pay review processes.
- Monitor starting salaries and progression to avoid drift over time.

4. Culture, flexibility and retention

- Continue to promote flexible and hybrid working at all levels.
- Support wellbeing and work-life balance initiatives.
- Engage with the employee voice forum to understand lived experience.
- Continue to embed the Menopause Group and the development of edt's Menopause Action Plan with the intention of voluntary reporting in 2026.
- Continue to embed sexual harassment in the workplace training to build both awareness and build capability and create a psychologically safe organisation.
- Continue to provide targeted training for the Mental Health First Aid network to build confidence and competence in supporting employees with acute mental health and wellbeing concerns.

Our ongoing commitment

We recognise that closing the gender pay gap requires sustained effort, transparency, and accountability. We remain committed to understanding our data, challenging structural barriers, and taking meaningful action to support safety, equity and inclusion across edt.