



# Gender Pay Gap Report

Snapshot Date: 31 March 2025

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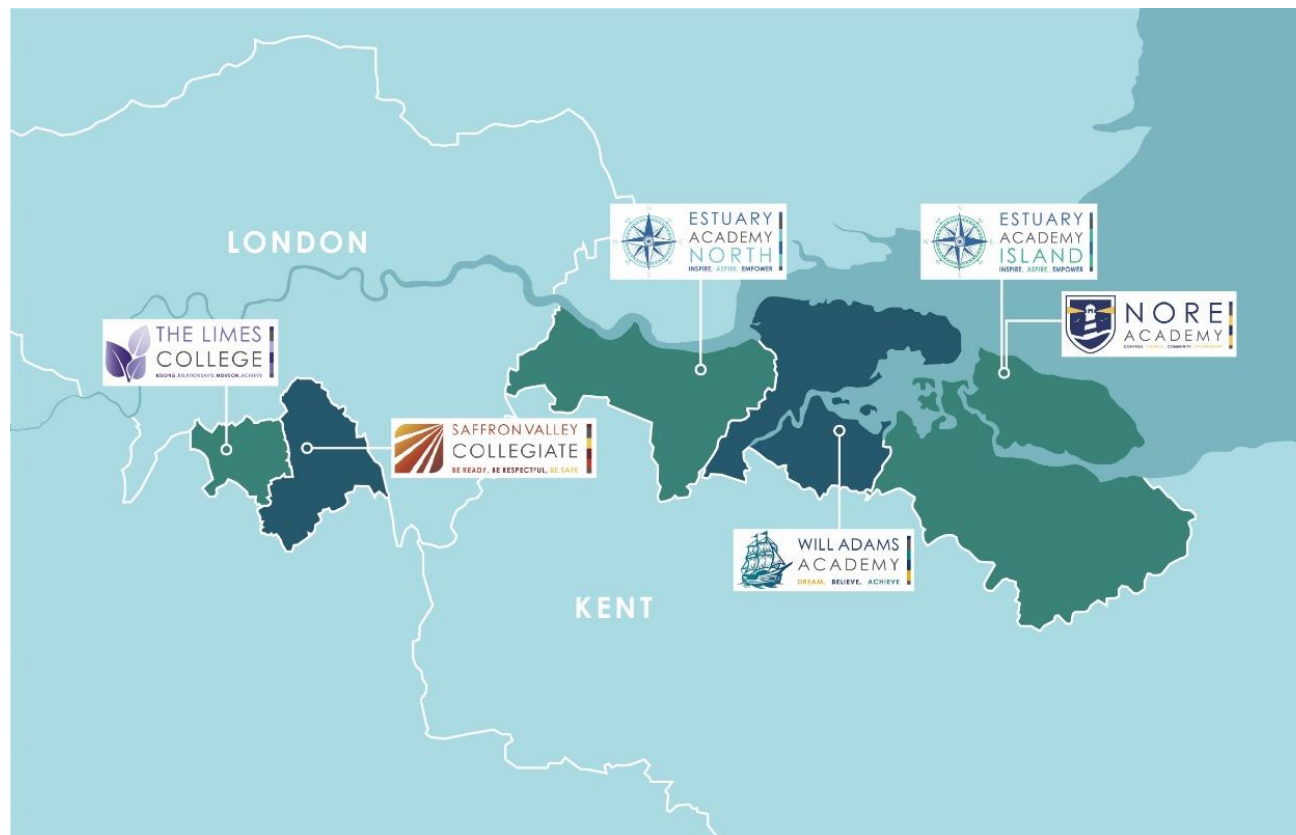
**LOVE, SOCIAL JUSTICE, COMMUNITY, FLOURISH**

## Vision and Values

The Alternative Learning Trust originated from thriving, community-focused Alternative Provisions. It was established to provide a home for schools and provisions that lacked a community to belong to. Our mission is to take our place in a sector that requires advocacy and accountability and to strengthen Alternative Provision, Special Schools and Pupil Referral Units.

We collaborate with mainstream schools, the voluntary sector, children's services and other national partners to improve outcomes for children who are excluded. We seek to ensure they are not excluded in the broadest sense - including those with SEND or those whose behaviour communicates underlying challenges - and to support their families.

We are relational - **love**. We are a voice - **social justice**. We are **community**. We see our children and families **flourish**.



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## LOVE

Unconditional, transformational relationships in school, home, community.



## SOCIAL JUSTICE

**Fairness:** In a socially just society, human rights are respected, and diversity is celebrated and affirmed on the equality journey. We are here to voice for our children and families.



## COMMUNITY

**Interest:** Communities with shared passions.  
**Action:** Communities bringing about change.  
**Place:** Communities strengthened in the local areas in which we work.  
**Together:** We embrace multi-agency working.



## FLOURISH

High expectations, purpose, achievement and fulfilment. Taking our place in our communities.

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## The Reporting Duty

Since April 2017, employers in the private, voluntary and public sectors that employ at least 250 staff have been required to report annually on their 'gender pay gap'. The gender pay gap shows the differences in the average pay between men and women.

For the purposes of gender pay gap reporting, the definition of employee is broad and includes individuals employed under:

- A contract of employment
- A contract of apprenticeship
- A contract personally to do work.

It does not include volunteers. Agency workers are counted as part of the headcount of the agency that employs them.

All employers are required to report on six measures of gender pay gap. These are:

1. Mean gender pay gap
2. Median gender pay gap
3. Mean bonus gender pay gap
4. Median bonus gender pay gap
5. Proportion of males and females receiving a bonus payment
6. Proportion of males and females in each pay quartile.

These measures provide a comprehensive view of pay differences and workforce distribution, helping organisations to monitor, understand and address gender pay disparities.

## Why Equal Pay and Gender Pay Differ

It is important to note that gender pay gap is not the same as unequal pay.

- Gender Pay Gap: The difference between the average hourly earnings of men and women working across an organisation.
- Equal Pay: Men and women are paid the same for work of equal value.

At Alternative Learning Trust, staff performing the same role and responsibilities are paid the same salary, in line with our commitment to equal pay.

## Gender Make Up

In our Trust the gender make up of our staff is:





74% women



26% men

## Gender Pay Gap

In our Trust the gender pay gap is:

Mean Pay Gap: <b>15%</b>	Median Pay Gap: <b>27%</b>
	
The mean average male hourly rate was £24.80 which was £3.72 higher than the equivalent rate for females (£21.08).	The median average male hourly rate was £22.37 which was £6.02 higher than the equivalent rate for females (£16.35).

## Bonus Payments

Alternative Learning Trust is required to report on the percentage gap in bonus pay between male and female employees for the 12 months preceding 31 March 2025. Under the Regulations, “bonus pay” is defined as any remuneration that:

1. Is in the form of money, vouchers, securities, securities options or interests in securities; and
2. Relates to profit sharing, productivity, performance, incentive or commission.





Bonus pay excludes ordinary pay and overtime.

As Alternative Learning Trust does not currently operate a bonus scheme for its staff, the mean and median gender bonus pay gap stands at 0% therefore this indicator is not applicable to the Trust.

For the reasons set out above, the proportion of male and female employees receiving a bonus during the relevant period stands at 0% therefore this indicator is not applicable to Alternative Learning Trust.

## Pay by Quartiles

In our Trust the proportion of full-pay men and women in each of the four quartile pay bands is:

Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
			
Female: <b>85.5%</b>	Female: <b>76.8%</b>	Female: <b>69.6%</b>	Female: <b>62.3%</b>
Male: <b>14.5%</b>	Male: <b>23.2%</b>	Male: <b>30.4%</b>	Male: <b>37.7%</b>
All employees whose standard hourly rate places them at or below the lower quartile	All employees whose standard hourly rate places them above the lower quartile but at or below the median	All employees whose standard hourly rate places them above the median but at or below the upper quartile	All employees whose standard hourly rate places them above the top quartile

## Underlying causes of Alternative Learning Trust's gender pay gap?

1. Our terms and conditions of employment, including pay, are determined by national negotiating bodies for teachers and local government employees (support staff) and by local consultation. We do not pay employees outside of these terms and conditions.
2. All support staff roles within the Trust are evaluated using the NJC job evaluation scheme, designed to ensure consistency, fairness and equal pay for work of equal value. Placement on the pay scale reflects the responsibilities and requirements of each role, not the characteristics of the post holder.
3. We regularly monitor job evaluation outcomes and workforce patterns to ensure that pay structures remain fair, transparent and free from bias.
4. The schools within the Trust all have staffing structure which include a high proportion of part-time and term-time roles, reflecting the operational requirements of our educational setting. These roles tend to attract a higher number of female applicants and are typically evaluated at the lower levels of the NJC pay scales. This contributes to the concentration of female employees in the lower pay quartiles and therefore influences our overall gender pay gap figures.
5. Out of our male staff members, a larger proportion are employed in teaching roles rather than support roles. As teaching roles typically sit within the higher-paid bands, this results in a greater percentage of male employees in the upper middle and upper quartiles compared with the lower quartiles.

## Conclusion

The gender pay gap at the Trust reflects structural and sector-wide factors rather than unequal pay for equal work. We remain committed to monitoring, reviewing and taking proactive measures to ensure fair and equitable pay for all employees and to reduce the gender pay gap over time.

## Gender Pay Gap Comparison

According to the Office for National Statistics (ONS) in April 2025, the median gender pay gap for all employees (full-time + part-time) in the UK economy was 12.8%, meaning women earned, on median, 12.8% less per hour than men. The Trust's median gender pay gap is 27%, reflecting the staffing and structural factors outlined above.

## How We Can Look to Tackle the Gender Pay Gap

1. Review recruitment to attract a more diverse range of applicants using gender-neutral language and promoting flexible working.
2. Promote flexible working at all levels to help both our male and female employees' balance their careers with their commitments outside work. Our special leave policy has recently been updated to support all employees.
3. Promote the benefits of paternity leave, parental leave and shared parental leave.
4. Grow our own talent internally by encouraging staff to fulfil their potential within the Trust, supported by the apprenticeship levy.
5. Support staff development and progression by providing fair access to training, mentoring and clear career pathways.
6. Monitor workforce data regularly to understand trends to identify areas where gender imbalance persists.
7. Understand the proportions of male and females leaving the Trust and their reasons for leaving.

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## Declaration

We confirm that the gender pay gap calculations are accurate and have been carried out in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information Regulations 2017).

Prepared by: HR Manager

Approved by: **XX**

### Registered Office:

Alternative Learning Trust  
Sutton West Centre  
Robin Hood Lane  
Sutton  
SM1 2SD

**Telephone:** 020 8652 1185

**Email:** [contactus@alternativelearningtrust.org](mailto:contactus@alternativelearningtrust.org)

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