



# Gender Pay Gap Report

Snapshot date: 31 March 2025

## Mean and median gender pay gap in hourly rate of pay

	MEAN GENDER PAY GAP IN HOURLY PAY	MEDIAN GENDER PAY GAP IN HOURLY PAY
Pay gap % difference male to female	8.09%	25.43%

## Mean and median gender pay gap in bonus pay

	MEAN GENDER PAY GAP FOR BONUS PAY	MEDIAN GENDER PAY GAP FOR BONUS PAY
Pay gap % difference male to female	0	0

## Proportion of male and female employees who were paid bonus pay

	PROPORTION RECEIVING A BONUS
Male employees (% paid a bonus compared to all male relevant employees)	0
Female employees (% paid a bonus compared to all female relevant employees)	0

## Proportion of male and female employees according to quartile pay bands

	QUARTILE 1 - LOWER	QUARTILE 2 – LOWER MIDDLE	QUARTILE 3 – UPPER MIDDLE	QUARTILE 4 - UPPER
Male (% males in each quartile compared to all employees)	17.72	20.38	25.48	39.49
Female (% females in each quartile compared to all employees)	82.28	79.62	74.52	60.51

**SUPPORTING STATEMENT**

**I confirm that the information published here is accurate.**

*A. Williams*

27<sup>th</sup> March 2026

**Signature:** ..... **Date:** .....

**Status/position:** .....CEO Moorlands Learning Trust .....

**SUPPORTING NARRATIVE**

The majority of employees within the Trust are female; the majority of employees within each quartile are also female. Job roles are evaluated to ensure fair pay in each role and we advertise each job without gender bias.