

Reporting date: 31 March 2026

At Humber Education Trust, we are committed to creating a workplace where everyone is supported to thrive. We value fairness, inclusion and opportunity, and we continuously review our practices to ensure that we are providing equitable outcomes for all colleagues.

1. Summary

This report sets out Humber Education Trust's Gender Pay Gap data for the snapshot date of 31 March 2026.

Gender Pay Gap reporting measures the difference between the average earnings of men and women across an organisation. It does not measure equal pay, which relates to pay differences between men and women performing the same or similar roles.

2. Workforce profile

Total relevant employees: 1,046

Female employees: 950 (90.82%)

Male employees: 96 (9.18%)

The Trust workforce is predominantly female, which reflects the wider education sector.

Male staff account for 23 Premises roles, 4 ICT roles, 38 Teaching roles (14 of which are leadership posts) and 31 Classroom Support roles.

3. Gender Pay Gap (hourly pay)

Mean hourly pay – Female: £21.60 | Male: £28.26 | Gap: 23.57%

Median hourly pay – Female: £13.82 | Male: £17.51 | Gap: 21.08%

The figures show that average hourly pay for male employees is higher than for female employees.

4. Pay quartiles

Lower quartile: Female 96.95% | Male 3.05%

Lower middle quartile: Female 92.75% | Male 7.25%

Upper middle quartile: Female 87.74% | Male 12.26%

Upper quartile: Female 85.82% | Male 14.18%

Female employees make up the majority of staff at all pay levels. Male representation increases in the upper quartiles.

5. Bonus pay

No bonus payments were identified within the dataset used for this report.

6. Key findings

The Trust has a Gender Pay Gap in favour of men based on both mean and median hourly pay. The workforce is significantly female-dominated, with more than 90% of employees being women. Male employees, while fewer in number, are more represented proportionally in higher-paid roles, as shown by the quartile distribution. 14.6% of male employees are in leadership roles. 23% of leadership roles are male.

7. Statement on equal pay

Humber Education Trust is committed to the principle of equal pay. Pay structures are applied consistently, and employees are paid based on role, grade and responsibilities.

The Gender Pay Gap identified in this report reflects the distribution of roles across the organisation rather than differences in pay for employees performing the same work.

8. Actions and commitment

The Trust is committed to reducing the Gender Pay Gap over time through:

- ensuring recruitment and promotion processes are fair and transparent
- supporting career development and progression opportunities
- promoting flexible working arrangements
- reviewing workforce data annually to monitor trends and inform action

As a Trust, we are taking a long-term, proactive approach—working together with our schools and teams to ensure that opportunity and progression are accessible to everyone.

By focusing on development, inclusion and fair access to opportunity, we are confident that we can continue to make meaningful progress.

9. Declaration

We confirm that the information in this report is accurate and has been calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Rachel Wilkes OBE

CEO