Gender Pay Gap Report 2025

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thesovereigntrust.uk

The Sovereign Trust is a Multi Academy Trust registered in England No. 09666511. Registered Office: Manor Academy Sale, Manor Avenue, Sale M33 5JX

Introduction

The Equality Act 2010 (Gender Pay Gap Information) Regulations require organisations with 250 or more employees to publish annual gender pay gap data. This report sets out The Sovereign Trust's gender pay gap information based on data collected on 31 March 2025.

The gender pay gap shows the difference between the average earnings of men and women across an organisation and is distinct from equal pay, which concerns paying men and women the same for equal work.

Our 2025 Gender Pay Gap Figures

	Mean Pay Gap	Median Pay Gap
TST 2025	+3.23%	+6.67%

Between 2024 and 2025, the Trust has seen a shift in both the mean and median gender pay gaps. In 2024, both measures favoured female employees. By 2025, these gaps had moved in favour of male employees, indicating a change in the overall distribution of earnings.

This movement is most likely linked to changes in the composition of higher-paid roles, with a slightly increased proportion of male employees occupying certain senior, specialist or leadership positions. Although the workforce remains predominantly female, this has increased the average hourly rate for male employees.

Bonus Pay

	Mean Bonus	Median Bonus
TST 2025	–	–

The Trust does not operate any bonus or performance-related pay schemes. No bonuses were paid to any employees during the reporting period; therefore, there is no gender bonus gap.

Gender Representation Across Pay Quartiles

As of 31 March 2025, the Trust continues to have a predominantly female workforce across all pay quartiles:

Quartile	% Male	% Female
Lower Quartile	19.19%	80.81%
Lower Middle Quartile	18.18%	81.82%
Upper Middle Quartile	26.00%	74.00%
Upper Quartile	25.00%	75.00%

Women remain strongly represented at every level of the organisation, including senior and higher-paid roles.

Understanding Our Gender Pay Gap

The Trust's gender pay gap of **3.23% (mean)** and **6.67% (median)** in favour of male employees reflects the overall structure of the workforce rather than unequal pay for the same work. The key drivers include:

- A concentration of female employees in lower and middle-paid support and operational roles
- A small number of male employees in higher-paid specialist, technical or leadership roles
- The absence of bonus schemes, meaning the gap is determined entirely by base pay

These patterns are consistent with national trends across the education and specialist support sector, where caring and support roles typically attract a higher proportion of female employees.

What We Are Doing to Address This

The Sovereign Trust is committed to reducing the gender pay gap and supporting equality of opportunity across all roles and levels. Our ongoing actions include:

Fair and Transparent Recruitment

- Structured and objective recruitment processes
- Appointment decisions based solely on merit, skills and experience
- Encouraging applications from underrepresented groups, particularly for senior and specialist roles

Career Development and Progression

We actively support:

- Access to training and development opportunities
- Clear internal pathways for progression
- Leadership development, coaching and mentoring where appropriate

This ensures that all employees, regardless of gender, can progress into senior and higher-paid roles.

Flexible and Inclusive Working

Recognising that flexibility supports retention and progression, we:

- Offer flexible and part-time working, including for leadership roles
- Promote family-friendly and inclusive workplace practices
- Ensure flexible working arrangements do not limit advancement

Ongoing Monitoring and Accountability

We continue to:

- Review our gender pay gap annually
- Monitor representation by role and grade
- Analyse recruitment, retention and promotion patterns
- Use data insights to inform strategic workforce planning and targeted development initiatives

Our Commitment

The Sovereign Trust remains committed to:

- Equality of opportunity
- Fair and transparent pay structures
- Cultivating a workplace where all employees can achieve their full potential, regardless of gender

We will continue to monitor our progress and take positive action where needed.

Statement of Accuracy

I confirm that the information presented in this report has been prepared using our payroll data as of the snapshot date (31 March 2025) and accurately reflects The Sovereign Trust's gender pay gap position.



Paul Eckley

Chief Executive Officer