

Gender Pay Gap Report

Reporting organisation: Horizons Education Trust

Reporting year: 2026

Snapshot date: 31 March 2026

This report has been prepared in accordance with the **Equality Act 2010 (Gender Pay Gap Information) Regulations 2017**.

The gender pay gap shows the difference in average pay between men and women across the organisation. It is different from equal pay, which relates to men and women being paid the same for the same or equivalent work.

As an education organisation, our workforce composition reflects the wider education sector, where there is typically a higher proportion of women employed across teaching and support roles.

Gender Pay Gap Results

Metric	Result
Mean Gender Pay Gap	22.8%*
Median Gender Pay Gap	4.0%**
Mean Bonus Pay Gap	No bonus payments recorded
Median Bonus Pay Gap	No bonus payments recorded
Proportion of males receiving bonus	0%
Proportion of females receiving bonus	0%

*The average hourly pay for women is 22.8% lower than for men.

**The middle-paid woman earns 4.0% less than the middle-paid man.

The Trust's mean gender pay gap is 22.8% and the median gender pay gap is 4.0%, indicating that, on average, men earn more than women across the organisation. This reflects the overall structure of the workforce rather than differences in pay for the same roles.

Women make up the majority of employees across the Trust, particularly in support roles, while men are more represented in a smaller number of higher-paid roles. This distribution contributes to the overall gender pay gap.

The Trust is confident that men and women are paid equally for performing equivalent roles.

The difference between the mean and median pay gaps indicates that a relatively small number of higher-paid roles have a greater influence on the overall average pay gap across the Trust.

Year-on-Year Comparison

Year	Mean Gap	Median Gap
2025	14.7%	10.8%
2026	22.8%	4.0%

The Trust's mean gender pay gap has increased from 14.7% in 2025 to 22.8% in 2026, while the median gender pay gap has reduced from 10.8% to 4.0%.

The increase in the mean pay gap indicates that a relatively small number of higher-paid roles continue to influence the overall average pay difference across the Trust. However, the reduction in the median pay gap suggests that the difference in pay for the typical middle-paid employee has narrowed compared with the previous reporting year.

Changes in senior staffing structures can have a notable impact on the overall figures, particularly within organisations of this size. For example, during the reporting period the Trust saw a change in Chief Executive Officer, with the position moving from a female postholder to a male postholder. As senior leadership positions attract higher salaries, changes such as this can influence the overall gender pay gap calculations.

As with the previous year, the Trust believes these figures primarily reflect workforce composition and the distribution of roles across the organisation, rather than unequal pay for equivalent work.

Pay Quartile Distribution

The pay quartiles illustrate the gender distribution across the organisation when employees are ranked from lowest to highest hourly pay.

Pay Quartile	Female	Male
Lower Quartile	84.04%	15.96%
Lower Middle Quartile	91.96%	8.04%
Upper Middle Quartile	90.61%	9.39%
Upper Quartile	78.92%	21.08%

Women represent the majority of employees across all pay quartiles, reflecting the wider gender profile of the education workforce.

The proportion of male employees increases within the upper pay quartile compared with other quartiles, which contributes to the overall mean gender pay gap.

Actions to Address the Gender Pay Gap

Horizons Education Trust is committed to promoting equality, diversity and inclusion across the organisation. The Trust continues to review its employment practices to ensure fair and equitable opportunities for all staff.

Actions include:

- Monitoring gender balance within recruitment and promotion processes
- Supporting leadership development opportunities for staff across the Trust
- Promoting flexible working arrangements where appropriate
- Reviewing workforce data annually to monitor gender representation and progression
- Continuing to support inclusive recruitment and career development practices across all levels of the organisation

Accuracy Statement

I confirm that the gender pay gap information reported here is accurate and has been calculated in accordance with the requirements of the **Equality Act 2010 (Gender Pay Gap Information) Regulations 2017**.

Signed:



Adam Dabin
Chief Executive Office / Accounting Officer

Date: April 2026