

Gender Pay Gap

2025

Life-changing education

THPT
Schools

All Staff Pay Data

<p>MEAN Women's mean hourly rate is 16.5% lower than men's.</p>	<p>MEDIAN Women's median hourly rate is 21.5% lower than men's.</p>
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Women earn **83.5p** (mean) and **78.5p** (median) for every **£1** men earn.

Pay Quartiles

Pay quartile	Female	Male	Visual (approx.)
Q1 (lower)	87.2%	12.8%	
Q2	81.8%	18.2%	
Q3	78.6%	21.4%	
Q4 (upper)	68.5%	31.5%	

Colour key: ■■■ Female ■■■ Male
 Proportion of male and female staff in quartiles
Workforce split: Female **79.0%** | Male **21.0%**

Teaching Staff Pay Data

<p>MEAN Women's mean hourly rate is 8.5% lower than men's.</p>	<p>MEDIAN Women's median hourly rate is 8.5% lower than men's.</p>
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Women earn **91.5p** (mean and median) for every **£1** men earn.

Pay Quartiles

Pay quartile	Female	Male	Visual (approx.)
Q1 (lower)	89.6%	10.4%	
Q2	84.7%	15.3%	
Q3	81.9%	18.1%	
Q4 (upper)	74.7%	25.3%	





Colour key: ■■■ Female ■■■ Male
 Proportion of male and female staff in quartiles
Workforce split: Female **74.3%** | Male **25.7%**

Support Staff Pay Data

<p>MEAN Women's mean hourly rate is 11.1% lower than men's.</p>	<p>MEDIAN Women's median hourly rate is 4.9% lower than men's.</p>
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Women earn **88.9p** (mean) and **95.1p** (median) for every **£1** men earn.

Pay Quartiles

Pay quartile	Female	Male	Visual (approx.)
Q1 (lower)	89.6%	10.4%	
Q2	84.7%	15.3%	
Q3	81.9%	18.1%	
Q4 (upper)	74.7%	25.3%	

Colour key: ■■■ Female ■■■ Male
 Proportion of male and female staff in quartiles
Workforce split: Female **82.7%** | Male **17.3%**

SUMMARY

In 2025, the hourly gender pay gap widened compared with 2024.

- **All staff:** Mean 16.5% | Median 21.5%
- **Support:** Mean 11.1% | Median 4.9%
- **Teaching:** Mean 8.5% | Median 8.5%

STATUTORY STATEMENT

The Howard Partnership Trust is required by law to publish Gender Pay Gap reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

We confirm the data reported is accurate.

Nicola Waldron
Acting Head of People
19 March 2026

