SNAPSHOT DATE: 31st March 2026

Gender Pay Gap Report 2026

This report outlines the gender pay gap for Prestolee MAT based on a snapshot date of 31 March 2026, in line with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The gender pay gap shows the difference in average pay between male and female employees across the organisation and is distinct from equal pay, which relates to men and women being paid the same for the same or equivalent work. Prestolee MAT is committed to ensuring equality of opportunity for all employees and to promoting fairness and transparency in pay.

Proportion of male and female employees according to quarter pay bands

	QUARTER 1 Lower	**QUARTER 2** Lower Middle	**QUARTER 3** Upper Middle	**QUARTER 4** Upper
Male (% males to all employees in each quarter)	3.0%	13.4%	9.0%	16.2%
Female (% females to all employees in each quarter)	97.0%	86.6%	91.0%	83.8%

Difference in mean and median hourly rates of pay

	Difference in the Mean Hourly Pay	**Difference in the Median Hourly Pay**
Pay gap. % difference male to female	24.5%	32.4%

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Proportion of male and female employees who were paid bonus pay

No bonus payments were made to employees in the 12 months up to 31 March 2026.

CONTEXT & NARRATIVE

The snapshot date for this report is **31 March 2026**.

The Trust did not meet the reporting threshold in 2025 and therefore did not publish gender pay gap data in this year. Since the Trust's last reported data in March 2024, **Prestolee MAT** has undergone organisational change, including the addition of one primary school.

At the time of reporting, the Trust's schools are all primary schools. The workforce is predominantly female, with approximately 90% female and 10% male employees. This is particularly evident within support and administrative roles, which are typically lower paid, and is reflected in the gender distribution across the lower and lower middle pay quartiles.

The data shows that male employees are proportionally more represented in the upper middle and upper pay quartiles. This reflects the current structure of the workforce, where a higher proportion of teaching and senior roles are occupied by men. These roles attract higher salaries and therefore contribute to the overall gender pay gap.

Prestolee MAT is confident that men and women are paid equally for the same roles and that the gender pay gap is not a result of unequal pay, but rather the distribution of roles across the organisation. It is also noted that a small number of employees were excluded from the hourly pay calculations due to reduced or nil pay at the snapshot date, which may have had a minor impact on the gender distribution within certain quartiles.

Prestolee MAT remains committed to understanding and addressing the factors contributing to the gender pay gap and to promoting equality of opportunity for all employees.

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ACTION PLAN

We are committed to achieving our strategic objective to invest in our leadership and people and to promote equality of opportunity across the Trust.

We will continue to:

- Identify and support talent across all roles within the organisation
- Provide clear progression pathways through initiatives, such as the Prestolee Pathway
- Supporting flexible working requests for higher salaried positions to encourage progression for those with family commitments
- Encourage and support employees to access development opportunities, including teacher training through our SCITT programmes
- Promote inclusive recruitment practices to ensure a diverse pipeline of candidates for roles at all levels
- Monitor gender pay gap data annually to track progress and inform future actions

Through these actions, we aim to support greater gender balance across all levels of the organisation over time.

SUPPORTING STATEMENT

I can confirm that the information published here is accurate.

Signature		**Status/Position**	Head of People & Finance	**Date**	29/04/2026