

## Clarion Corvus Trust

### Gender Pay Gap: Snapshot date 31<sup>st</sup> March 2025

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#### Executive Summary

This report outlines the gender pay gap data for Clarion Corvus Trust as of the snapshot date 31st March 2025.

Key findings include:

- A gender imbalance across all pay quartiles, with the **largest gaps** observed in the **upper-middle and upper quartiles**.
- A **mean gender pay gap** of **31.25%** in favour of male employees.
- A **median gender pay gap** of **51.45%**, in favour of male employees.
- **No bonus payments** were made during the reporting period.

The report attributes the gender pay gap to the high proportion of women in lower-paid, part-time support roles, and a residual disparity in leadership roles.

Clarion Corvus Trust remains committed to promoting equality in pay and opportunity, and will continue to review policies and practices to support pay equity and inclusive career progression.

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#### 1. Proportion of males and females in each pay quartile

	Female %	Male %
Lower quartile	95.18	4.82
Lower middle quartile	86.75	13.25
Upper middle quartile	66.27	33.73
Upper quartile	64.63	35.37

Quartiles are calculated by arranging the hourly rates of all employees from highest to lowest and dividing the number of employees into four equal groups.

Each quartile is then split into male and female employees to identify the proportion in each group.

## 2. Mean gender pay gap in hourly rate from 31st March 2024

<b>Female mean hourly rate</b>	£22.22
<b>Male mean hourly rate</b>	£32.32
<b>Difference in the mean hourly rate</b>	31.25%

Mean hourly rates are calculated by adding up the hourly rates of all employees and dividing by the number of employees. This is completed for male and female employees and the difference equates to the gender pay gap.

## 3. Median gender pay gap in hourly rate

<b>Female median hourly rate</b>	£14.60
<b>Male median hourly rate</b>	£30.07
<b>Difference in the median hourly rate</b>	51.45%

Median hourly rates are calculated by arranging the hourly rates of all employees from highest to lowest and identifying the middle point hourly rate. This is completed for male and female employees and the difference equates to the gender pay gap.

## 4. Bonus payments

No bonus payments were paid so no data is provided in relation to this.

## 5. Supporting narrative

Clarion Corvus Trust workforce demographic is overwhelmingly female. At the snapshot date of 31st March 2025, the Trust employed 331 "Full Pay Relevant Employees". Of these employees, 259 (78.25%) are female and 72 (21.75%) are male.

There is a higher proportion of female employees in every quartile of the workforce. However, there is less difference between the number of males and females within the upper quartile. This is shown in the table in section 1.

This is largely because there are fewer males employed in a large number of support staff roles in our schools, for example teaching assistants, cleaning staff, Catering and administration. These roles almost all fall within the lower two quartiles of the salary data. The majority of these roles are part-time, often giving flexibility to work within school hours and term-times.

Nationally the majority of part-time workers are female, and it is suggested that the Trust mirrors this trend (House of Commons Library, 2023). The Trust also employs proportionally more females than males in teaching roles which almost all fall within the upper two quartiles of the salary data. However, when looking at Leadership posts, which all fall within the upper quartile, there is a more even ratio between male and female employees, although the difference is still significant.

To break this down further, the mean pay gap for each quartile is shown below:

	<b>Mean female hourly rate</b>	<b>Mean male hourly rate</b>	<b>% pay gap</b>
<b>Lower quartile</b>	£12.71	£12.55	-1.28%
<b>Lower middle quartile</b>	£13.91	£14.13	1.52%
<b>Upper middle quartile</b>	£28.43	£27.19	-4.56%
<b>Upper quartile</b>	£41.25	£46.91	12.07%

The data shows that the most significant gender pay gaps are found in the upper-middle and upper quartiles of the workforce, although they operate in different directions. In the upper-middle quartile, which predominantly comprises teachers on the upper pay scale and has a higher proportion of women than men, the pay gap is in favour of women. In contrast, the upper quartile, which largely consists of senior leadership and management roles, shows a pay gap in favour of men

As a Trust, we firmly uphold the principle that opportunities and career progression should be equally accessible to all employees, regardless of gender. The median pay gap continues to increase due to the growth in the number of employees in the lower quartile, primarily in catering and cleaning roles, which are predominantly held by women.

We are committed to reducing the gender pay gap and will continue to monitor pay progression closely. Additionally, we will explore other measures to support this goal, such as flexible working benefits.