

St Albans Education Group

Gender Pay Gap Report (2024/2025)

1. Introduction:

Overview of the Group:

- Name: St Albans Education Group
- Location: St Albans, Hertfordshire
- Employee Count: 298 employees
- The Group is dedicated to promoting gender equality and ensuring fair pay practices at all levels. We are committed to addressing any disparities in pay between male and female employees and to supporting gender equality across all roles within the Group.

Report Context:

- This report outlines the gender pay gap data for the academic year 2024/2025.
 - It provides an overview of the Group's efforts toward gender equality, including how we are working to ensure fair representation across all levels, from teaching staff to leadership roles.
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2. Key Gender Pay Gap Findings:

Mean Pay Gap:

- Mean Male Hourly Rate: £28.11
- Mean Female Hourly Rate: £24.90
- Mean Gender Pay Gap: 11.43%

Median Pay Gap:

- Median Male Hourly Rate: £28.95
 - Median Female Hourly Rate: £25.65
 - Median Gender Pay Gap: 11.40%
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3. Pay Quartile Breakdown:

The following breakdown shows the distribution of male and female employees across the four pay quartiles. Each quartile represents 25% of the workforce, ranked from lowest to highest hourly pay.

Quartile	Male Number	Male (%)	Female Number	Female (%)	Total Number	Total (%)
Upper Quartile (Top 25%)	24	32.43%	50	67.57%	74	100%
Upper Middle Quartile	14	18.92%	60	81.08%	74	100%
Lower Middle Quartile	15	20.00%	60	80.00%	75	100%
Lower Quartile (Bottom 25%)	12	16.00%	63	84.00%	75	100%
Total	65	21.81%	233	78.19%	298	100%

4. Key Insights from the Quartile Breakdown:

- Upper Quartile (Top 25%): 67.57% of employees in the highest pay band are female, while 32.43% are male. This indicates that women are strongly represented in the top 25% of earners.
- Upper Middle Quartile: Women make up 81.08% of employees, while men account for 18.92% in this pay band.
- Lower Middle Quartile: This quartile is dominated by female employees, with 80.00% female and only 20.00% male employees.
- Lower Quartile (Bottom 25%): The lowest pay band consists of 84.00% female employees, compared to 16.00% male employees. This suggests that women are concentrated in lower-paying roles.

5. Gender Distribution Summary:

- Total Workforce: 298 employees
 - 65 (21.81%) are male
 - 233 (78.19%) are female

6. Conclusion:

As at the snapshot date of 5 April 2025, the organisation employed 298 relevant employees, of whom 78.19% were female and 21.81% were male. This reflects a predominantly female workforce.

Women are represented across all four pay quartiles and form the majority within each quartile. In the upper quartile (top 25% of earners), women account for 67.57% of employees, compared to 32.43% male representation. Female representation increases further in the lower pay quartiles, comprising 81.08% of the upper middle quartile, 80.00% of the lower middle quartile, and 84.00% of the lower quartile. The findings show that gender distribution in lower-paying roles is contributing to the gender pay gap.

The data demonstrates that women are strongly represented at all levels of the organisation, including within the highest-paid roles. While the proportion of male employees is higher within the upper quartile compared to the lower quartile, this reflects overall workforce composition rather than an absence of women in senior or higher-paid positions.

The quartile distribution indicates a workforce structure that is predominantly female at every level. Ongoing monitoring of pay and progression remains important to ensure fairness, transparency, and equality of opportunity across all roles.