



# Gender Pay Gap Reporting Statement 2024-2025

Created or reviewed:

February 2026

## Introduction

ONE (Owl North East) Trust are required by The Equality Act 2010 (specific duties and public authorities) regulation 2017 to publish specific information on gender pay gaps in order to show the pay gap between our male and female employees. This report provides a snapshot from 31 March 2025 of the gender balance within our organisation. It measures the difference between the earnings of all male and female employees, irrespective of their role or seniority.

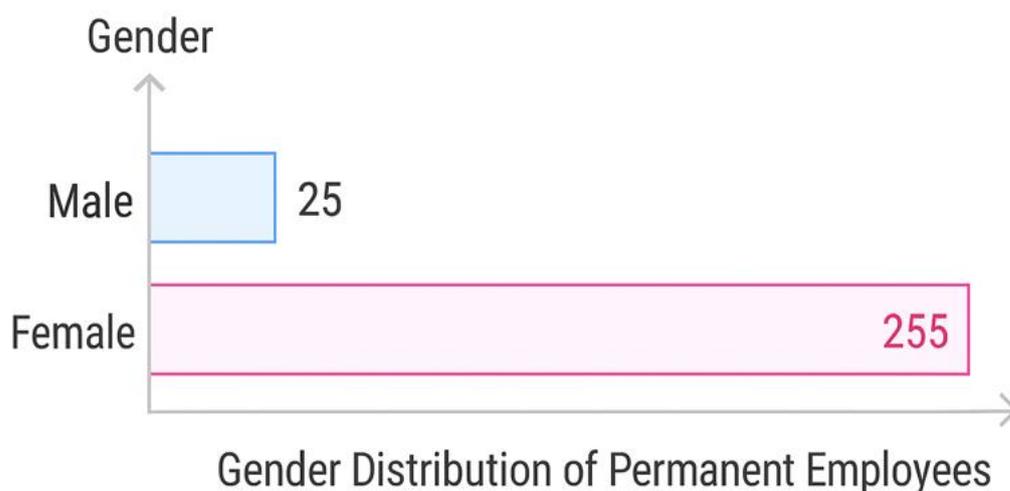
The government provide clear guidance on how to calculate the pay gaps which allows for greater consistency and also the opportunity to benchmark against other similar organisations within the education sector.

ONE (Owl North East) Trust is made up of the following schools from the outer west area of Newcastle upon Tyne:

- Knop Law Primary School
- Milecastle Primary School
- Newburn Manor Primary School
- Simonside Primary School
- Throckley Primary School
- Waverley Primary School
- West Denton Primary School
- Westerhope Primary School

## Employee overview

Our gender pay gap information is based on the total number of male and female permanent employees. This is as follows:



## Mean and median information

The table below shows the difference in hourly and bonus pay between our male and female full pay employees. The trend analysis from second year of trading can also be seen below.

	2023/24 Mean gender pay gap in hourly pay (+/-)	2024/25 Mean gender pay gap in hourly pay (+/-)	Change	Interpretation
Difference in pay for female employees	26.95%	24.08%	-2.87%	Gap narrowed slightly
	2023/24 Median gender pay gap in hourly pay (+/-)	2024/25 Median gender pay gap in hourly pay (+/-)	Change	Interpretation
Difference in pay for female employees	47.57%	48.87%	-1.3%	Gap widening slightly
	2023/24 Difference in mean bonus pay (+/-)	2024/25 Difference in mean bonus pay (+/-)	Change	Interpretation
Difference in pay for female employees	0%	0%	0%	No change
	2023/24 Difference in median bonus pay (+/-)	2024/25 Difference in median bonus pay (+/-)	Change	Interpretation
Difference in pay for female employees	0%	0%	0%	No Change

The table below shows the total number of male and female employees receiving bonuses, alongside the percentage as a total of either female or male employees.

Gender	Total number of employees receiving bonuses	Proportion of employees receiving bonuses
Male	0	0
Female	0	0

## Quartile information

The table below shows the number of male and female employees in each quartile pay band, alongside the percentage of male and female employees comprising each quartile.

		2023/24 Proportion of employees in each quartile pay band	2024/25 Proportion of employees in each quartile pay band	Change in each quartile pay band
Upper quartile	Male	20%	20%	No change
	Female	80%	80%	No change
Upper middle quartile	Male	13.33%	10%	-3.33%
	Female	86.67%	90%	+3.33%
Lower middle quartile	Male	2.67%	2.86%	+0.19%
	Female	97.33%	97.14%	-0.19%
Lower quartile	Male	2.67%	2.86%	+0.19%
	Female	97.33%	97.14%	-0.19%

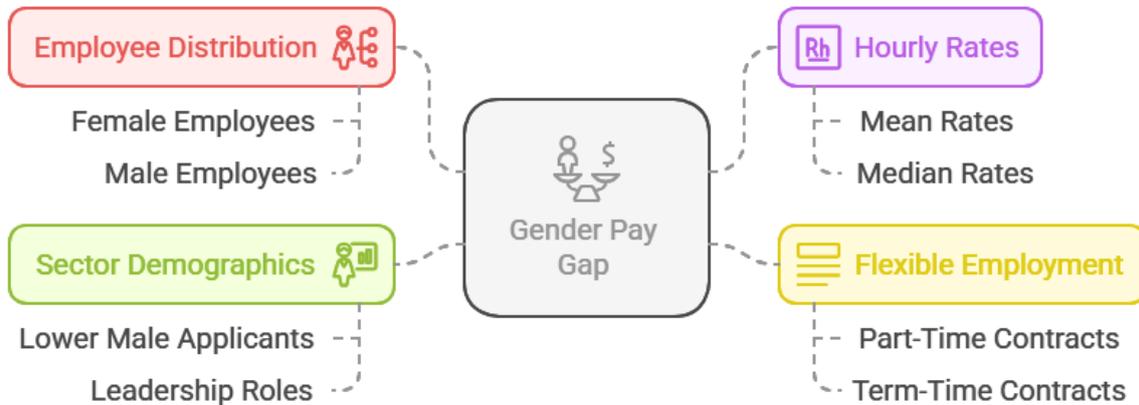
## Why does our Trust have a gender pay gap?

This gender pay gap report highlights several key patterns in our educational Trust:

- We have more female employees than male across the organization, following the general trend in primary education.
- The median provides insight into the typical pay difference between a middle ranking male employee and a middle ranking female employee. There is a notable gap in median hourly rates, favouring male employees.
- Male employees tend to be concentrated in senior or leadership positions, evidenced by quartile distribution.
- Flexible work arrangements (part time, term time only) are predominantly utilized by female employees.

Due to the overall small number of male employees, minor staffing changes can significantly impact our gender pay gap statistics.

## Gender Pay Gap in Primary Education Sector



### Year on Year Analysis

Our 2024/25 gender pay quartile analysis shows that our workforce continues to be predominantly female across all pay bands, with only minor year on year shifts. The overall distribution remains stable, demonstrating consistent representation patterns throughout the organisation.

The upper quartile remains unchanged from the previous year. Women continue to make up **80%** of employees in this highest pay band, with men representing **20%**. This stability reflects ongoing strong female representation in senior and higher-paid roles.

In the upper middle quartile, female representation increased from **86.67% to 90%** (+3.33%), while male representation decreased from **13.33% to 10%** (-3.33%). This shift indicates a further strengthening of female participation in mid-senior level roles.

The lower middle quartile remains predominantly female, with a slight change from **97.33% to 97.14%** (-0.19%). Male representation saw a marginal increase from **2.67% to 2.86%** (+0.19%). These movements are minimal and do not materially alter the quartile distribution.

The lowest pay quartile mirrors the pattern seen in the lower middle quartile. Female representation decreased slightly from **97.33% to 97.14%** (-0.19%), while male representation increased from **2.67% to 2.86%** (+0.19%). Overall, representation in this band remains highly stable.

Overall, the 2024/25 quartile data shows **very little movement** year on year, with women continuing to represent the significant majority of employees across all pay bands. The organisation maintains strong female representation at all levels, including senior and higher paid roles, and only marginal fluctuations were observed in any quartile.

Bonus gaps remain at 0% as no bonuses were awarded in either year.

## **What are we doing to address our gender pay gap?**

For addressing the gender pay gap, we are undertaking the following strategies:

- Targeting recruitment strategies to attract more men to lower grade roles and women to leadership positions
- Reviewing promotion criteria to ensure they don't inadvertently favour traditionally male career paths
- Analysing the uptake of flexible working arrangements and encourage more male employees to utilize these options
- Conducting regular salary benchmarking and reviews to identify and address any unintentional bias
- Considering succession planning with a gender equality lens to develop internal talent pipelines and development
- Working closely with representative bodies of our employee with a Joint Consultative Committee (JCC)

This Gender Pay Gap Reporting Statement acknowledges the challenge of reducing this gap given sector wide gender imbalances, particularly the lack of male applicants for lower grade positions. We will continue to monitor role distribution and pay progression to support ongoing improvements in gender representation across all levels of the organisation.

Despite these challenges, the Trust is committed to equal and fair pay for equivalent work and will continue to address this issue.

<b>Purpose</b>	<b>Author</b>	<b>Date</b>
Annual report	Victoria Hanlon	March 2026

**Signed by:**

<b>Chair of Trustee Board</b>	Helen Richardson	
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