



CORE
EDUCATION
TRUST

GENDER PAY GAP 2024

Introduction

All organisations who employ 250 or more employees are required by law to publish their specific gender pay information under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation.

Legislative requirements:

All UK companies with 250 or more employees on 31st March 2024 are required to publish specific gender pay information:

- Mean and median gender pay gap
- Mean and median gender bonus gap
- Proportion of males and females receiving a bonus
- Proportion of males and females by quartile pay band

Figures for each legal entity with at least 250 employees on the snapshot date must be calculated and reported separately. The mean and median gender pay gap is based on the hourly rates of pay as at 31st March 2024.

The mean and median gender bonus gap considers bonus pay received in the 12 months leading up to 31st March 2024.

Pay quartiles look at the proportion of men and women in four pay bands when we divide our workforce into four equal parts.

For this reporting period, CORE Education Trust had a total of four schools. This report provides data on employees employed under a contract of employment, excluding staff on maternity leave, paternity leave, unpaid leave, long-term sickness absence, and agency staff.

At the point of our snapshot data collection, there were a total of 263 full-pay relevant employees: 64% female and 36% male.



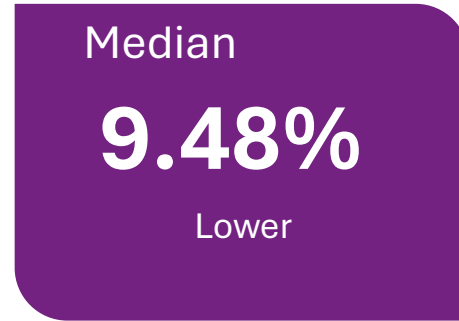
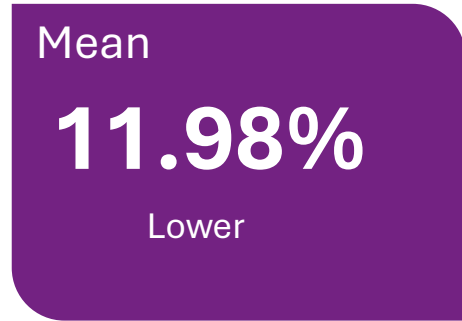
■ Male ■ Female

263 full-pay relevant employees; as at 31st March 2024

What is our gender pay gap at CORE Education Trust

The information presented below shows our overall median and mean gender pay based on hourly rates of pay as at the snapshot date of 31st March 2024.

Hourly Rate

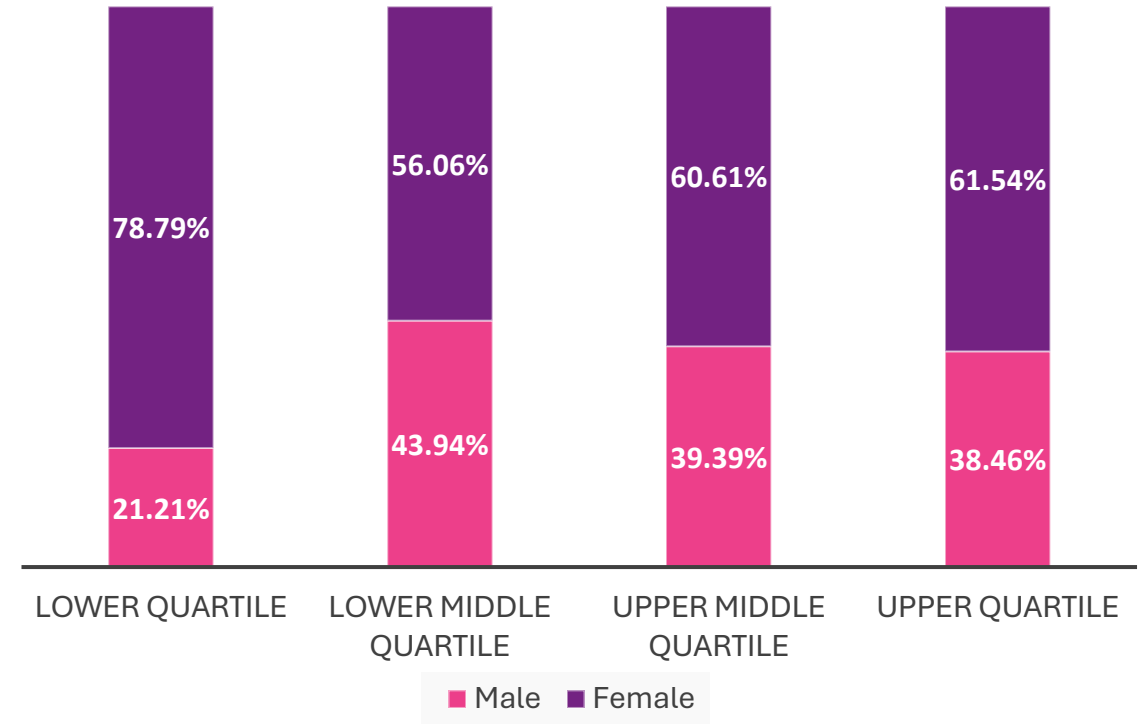


MEAN AND MEDIAN GENDER PAY GAP

The mean gender pay gap is the difference in average hourly rates of pay that male and female employees receive. This gives an overall indication of the gender pay gap by taking all the hourly rates of pay and dividing by the number of employees in scope.

The median gender pay gap shows the difference between the midpoint of the ranges of hourly pay for men and women by ordering individual rates of pay from lowest to highest and comparing the middle value.

Pay Quartiles



PROPORTION OF MALES AND FEMALES BY QUARTILE

This is the percentage of men and women employees in four quartiles pay bands (dividing our workforce in to four equal parts).