

DNEAT – Gender Pay Gap and Workforce Information

Gender Pay Gap

Based on 1036 full-pay relevant employees at March 2025

Median Gap: 59.7% (+1.8% on last year)

Mean Gap: 31.6% (+0.8% on last year)

Hourly Pay Quarters:

Hourly Pay Quarter	Women	Men	Change in women % from last year
Upper	78.38%	21.62%	0.35%
Upper middle	87.26%	12.74%	0.14%
Lower middle	94.98%	5.02%	1.04%
Lower	94.59%	5.41%	0.25%

The slight increase in both median and mean gaps is due to the lower pay quarters having a greater increase in women on last year than the higher pay quarters.

Workforce Information

Based on 1058 employees at February 2026

Gender	Leadership	Support	Teaching	Grand Total	% Change from last year (total)
F	5.1%	60.5%	22.5%	88.1%	-0.8%
M	1.6%	5.0%	5.3%	11.9%	0.8%
Grand Total	6.7%	65.5%	27.8%	100.0%	N/A

Age	Leadership	Support	Teaching	Grand Total	% Change from last year (total)
<20	0.0%	0.6%	0.0%	0.6%	-0.3%
20 - 29	0.1%	5.8%	5.0%	10.9%	-0.1%
30 - 39	0.9%	12.5%	8.5%	21.9%	-0.3%
40 - 49	3.7%	19.5%	7.1%	30.2%	0.4%
50 - 59	1.8%	18.4%	6.0%	26.2%	0.0%
60 - 69	0.2%	8.2%	1.2%	9.6%	0.4%
70 - 79	0.0%	0.5%	0.0%	0.5%	-0.1%
90 - 99	0.0%	0.1%	0.0%	0.1%	0.1%

Disability	Leadership	Support	Teaching	Grand Total	% Change from last year (total)
No	5.6%	54.5%	24.5%	84.6%	5.0%
(blank)	0.8%	4.8%	1.7%	7.3%	-3.0%
Yes	0.3%	4.2%	0.8%	5.2%	0.8%
Prefer not to disclose	0.0%	1.7%	0.6%	2.3%	0.4%
Not obtained	0.1%	0.3%	0.3%	0.7%	-3.2%

Ethnicity	Leadership	Support	Teaching	Grand Total	% Change last year (total)
Any Other Asian Background	0.0%	0.1%	0.2%	0.3%	0.1%
Any Other Ethnic Group	0.0%	0.2%	0.0%	0.2%	0.1%
Any Other Mixed Background	0.0%	0.1%	0.0%	0.1%	0.0%
Any Other White Background	0.1%	0.9%	0.4%	1.4%	-0.1%
Black - African	0.0%	0.2%	0.0%	0.2%	0.1%
Black Caribbean	0.0%	0.1%	0.0%	0.1%	0.0%
Chinese	0.0%	0.0%	0.2%	0.2%	-0.1%
Prefer not to disclose	0.0%	0.4%	0.1%	0.5%	-0.4%
White - British	5.9%	59.8%	25.5%	91.2%	1.9%
White - Irish	0.1%	0.1%	0.0%	0.2%	0.0%
White and Asian	0.1%	0.0%	0.1%	0.2%	-0.2%
White and Black African	0.0%	0.1%	0.0%	0.1%	0.0%
White and Black Caribbean	0.0%	0.1%	0.1%	0.2%	0.1%
(blank)	0.6%	3.4%	1.2%	5.2%	-1.4%