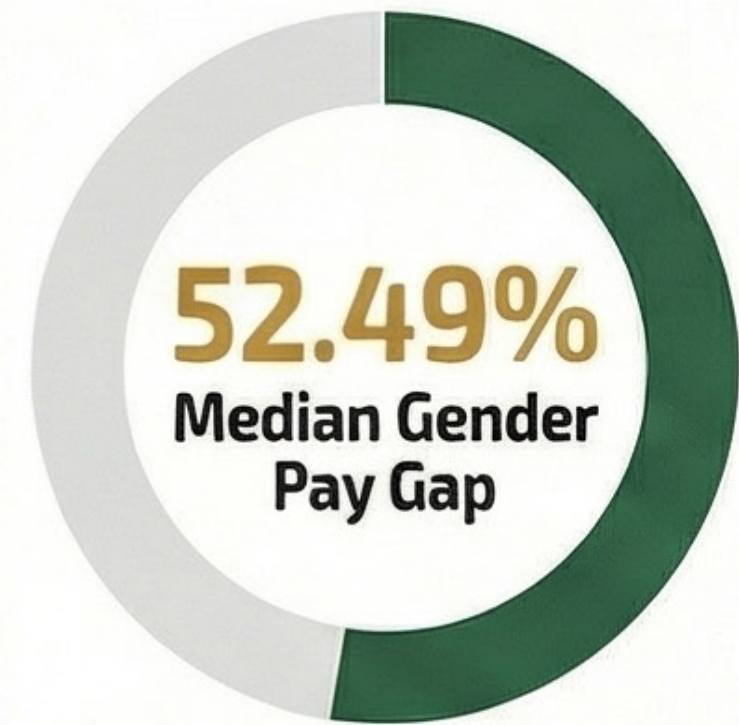


Based on March 2025 data, presenting mandatory gender pay gap reporting figures. Emphasizing a workforce with high female representation in lower-paid, paid, flexible roles, and a commitment to pay equity despite a slight widening of the gap compared to 2024.

Headline Pay Gap Figures (2025)



The difference between the midpoint hourly pay for men and women across the entire Trust.



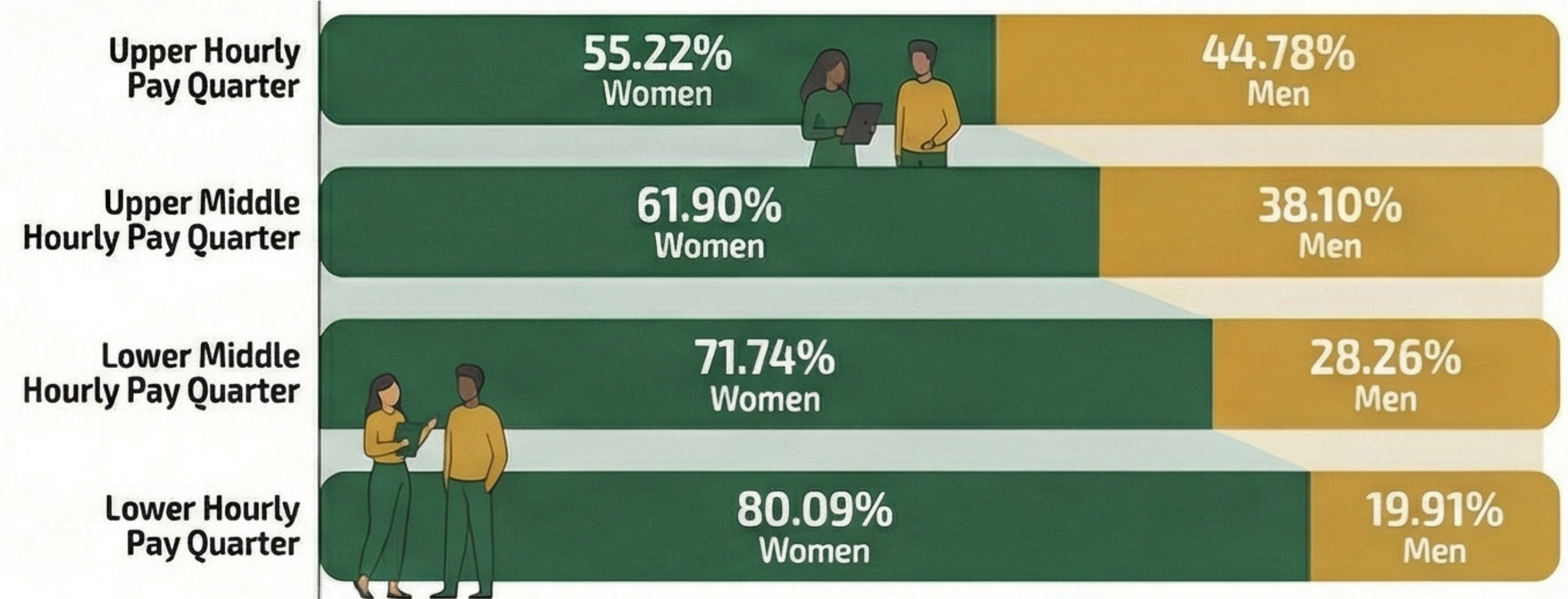
The average hourly pay for all female employees compared to the average hourly pay for all male employees.



Gap Widening Since 2024

Compared to 2024 data (Mean: 19.01%, Median: 51.19%), the 2025 figures show a marginal increase in the pay disparity.

Pay Quartile Distribution

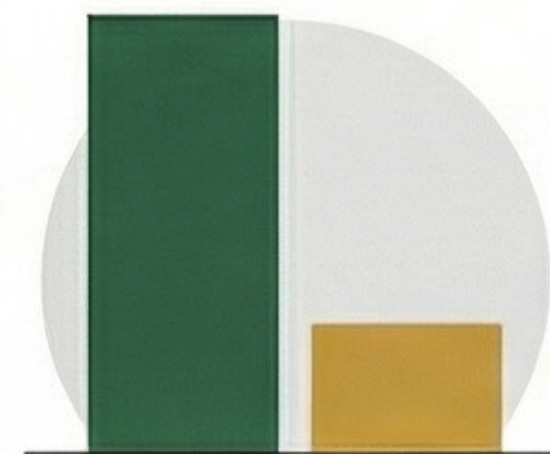


Workforce Commentary & Sector Analysis



Driven by Junior Grade Representation

Similar to previous years, the gap is primarily influenced by the high proportion of women (80.09%) lower pay quartile, often in roles offering extreme flexibility.



Above Education Sector Benchmarks

Athena's median gap of 52.49% is significantly higher than the 2025 ONS Education Sector median of 17.0%.



Progress in the Upper Quartile

Female representation in the highest-earning quarter remains strong at 55.22%, reflecting the Trust's success in placing women in senior leadership roles.

Equal Pay vs. Gender Pay Gap

Athena Learning Trust maintains that this is a systemic gap based on workforce distribution, not an equal pay issue; men and women are paid equally for work of equal value.