



Coppice
Primary Partnership
Growing Together, Striving for Excellence.

GENDER PAY GAP REPORT 2025

Coppice Primary Partnership, in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, is required to publish information demonstrating the difference between the average earnings of male and female employees.

The Trust opted to analyse the number of employees, rather than the number of contracts, to provide consistent and meaningful workforce comparisons.

The information provides a 'snapshot' of the workforce as at 31 March 2025.

- The Trust employed 252 staff, of which 228 (90.5%) were female and 24 (9.5%) were male. This reflects an increase from March 2024, when the Trust employed 241 staff – 218 (90.5%) were female and 23 (9.5%) were male. The increase is primarily due to the appointment of four additional teaching staff and several additional general support roles.
- Of the 252 employees, 90 were teaching staff (compared to 86 in 2024) and 162 were (compared to 155 in 2024). Support staff include Office staff, Site teams, Teaching Assistants and Extended Services (breakfast club, midday supervisors, afterschool club). It also includes holiday play scheme staff, and general support staff on zero-hour contracts, providing flexibility for both the employee and the Trust.

The Trust reports its overall figures, along with a breakdown for Teaching and Non-teaching roles due to the significant differences in pay structures between these groups. Figures in brackets refer to 2024 percentages.

The Trust is required to report on the following:

1. Mean (average) gender pay gap in hourly pay
2. Median gender pay gap in hourly pay
3. Mean (average) bonus gender pay gap
4. Median bonus gender pay gap
5. Proportion of males and females receiving a bonus payment, and
6. Proportion of males and females in each pay quartile

A small number of employees received a modest honorarium during the reporting period; however, these payments were minimal in value and do not have any meaningful impact on overall salary levels or the gender pay gap outcomes.

Published Data

In addition to the overall Trust data, the report includes a breakdown between Teaching and Non-Teaching positions as there is a significant difference between the two groups. **N.B. Figures in brackets refer to 2024 percentages**

1. Hourly Pay Summary for Mean and Median Gender Pay Gap

	Trust	Teaching	Non-Teaching
Mean	37.46% (40%)	32.65% (30.3%)	16.55% (15.3%)
Median	47.6% (45.2%)	19.7% (20.6%)	1.14% (0.5%)

2. Gender Distribution by Pay Quartile

a. Trust

LOWER QUARTILE	LOWER MIDDLE QUARTILE	UPPER MIDDLE QUARTILE	UPPER QUARTILE
4.8% (4.8%) male 95.2% (95.2%) female	4.8% (2.4%) male 95.2% (97.6%) female	12.7% (6%) male 87.3% (94%) female	16.1% (18.3%) male 83.9% (81.7%) female

Percentages exclude employees on maternity leave or zero pay during March 2025, to ensure accuracy in workforce representation.

b. Teaching (those employed on Teacher Pay & Conditions)

LOWER QUARTILE	LOWER MIDDLE QUARTILE	UPPER MIDDLE QUARTILE	UPPER QUARTILE
8.7% (9%) male 91.3% (91%) female	4.5% (4.5%) male 95.5% (95.5%) female	4.5% (4.8%) male 95.5% (95.2%) female	36.4% (42.9%) male 63.6% (57.1%) female
Percentages exclude employees on maternity leave or zero pay during March 2025, to ensure accuracy in workforce representation.			

c. Non-teaching

LOWER QUARTILE	LOWER MIDDLE QUARTILE	UPPER MIDDLE QUARTILE	UPPER QUARTILE
4.9% (3.2%) male 95.1% (96.8%) female	2.5% (3.3%) male 97.5% (96.7%) female	5% (3.3%) male 95% (96.7%) female	17.5% (11.5%) male 82.5% (88.5%) female
Percentages exclude employees on maternity leave or zero pay during March 2025, to ensure accuracy in workforce representation.			

Supporting Statement

Coppice Primary Partnership is committed to promoting equality of opportunity within the workplace. Fair treatment, irrespective of gender or any other protected characteristic, is embedded within our recruitment processes, pay and reward policy, and approach to professional development through our leadership pathways.

It is important to note that the gender pay gap is not the same as equal pay. The Trust ensures that male and female employees receive equal pay for like work, work rated as equivalent, and work of equal value.

Teaching staff are employed under the national School teachers' Pay & Conditions document, reviewed annually. Pay progression is based on experience and performance, not gender. Senior Leadership pay is determined in line with these national conditions and the size of the Trust and Schools, and is approved annually by Trustees.

Support staff are employed on the Kent Range terms and conditions, transferred under TUPE when the Trust was established in September 2018. All roles are evaluated using consistent criteria and benchmarked externally. Annual pay awards are based on the appraisal process and applied equitably across the schools. With Trust Leader oversight to ensure consistency.

Summary

The gender pay gap reflects the composition of our workforce rather than any inequalities in pay between male and female staff undertaking the same or equivalent roles. The Trust employs a workforce in which females represent the majority (90.5% in 2025, matching 2024 proportions), aligning with trends across primary education settings.

- Senior Leadership level (teaching and support roles KR10 and above): 43.7% female, 56.3% male (compared to 41.2% female and 58.8% male in 2024).
- Teaching staff: 13.3% male and 86.7% female (15.1% male and 84.9% female in 2024).
- Extended services roles (breakfast club, after-school club, midday supervisors, holiday play scheme) consist predominantly of female staff, many of whom are paid at or near the Kent minimum wage (12.10 per hour); with extended club leaders being paid between £12.47–£13.92 per hour.

The Trust continues to support employees through family-friendly HR policies, flexible recruitment approaches, and numerous part-time or job-share opportunities across leadership, teaching, and support roles. Employees with primary-aged children may also access extended services free of charge while working.

I confirm that this report has been prepared using the March 2025 pay data and accurately represents the gender pay information for Coppice Primary Partnership.



Accounting Officer

February 2026