Horizons Education Trust
c/o Spring Common Academy
American Lane
Huntingdon
Cambs
PE29 1TQ

Gender Pay Gap Report

Reporting organisation: Horizons Education Trust
Reporting year: 2025
Snapshot date: 31 March 2025

This report has been prepared in accordance with the **Equality Act 2010 (Gender Pay Gap Information) Regulations 2017**.

The gender pay gap shows the difference in average pay between men and women across the organisation. It is different from equal pay, which relates to men and women being paid the same for the same or equivalent work.

As an education organisation, our workforce composition reflects the wider education sector, where there is typically a higher proportion of women employed across teaching and support roles.

Gender Pay Gap Results

Metric	Result
Mean Gender Pay Gap	**14.7%**
Median Gender Pay Gap	**10.8%**
Mean Bonus Pay Gap	**No bonus payments recorded**
Median Bonus Pay Gap	**No bonus payments recorded**
Proportion of males receiving bonus	**0%**
Proportion of females receiving bonus	**0%**

Pay Quartile Distribution

The pay quartiles illustrate the gender distribution across the organisation when employees are ranked from lowest to highest hourly pay.

Pay Quartile	Female	Male
Lower Quartile	**89.67%**	**10.33%**
Lower Middle Quartile	**86.63%**	**13.37%**
Upper Middle Quartile	**86.96%**	**13.04%**
Upper Quartile	**73.91%**	**26.09%**

Women represent the majority of employees across all pay quartiles, reflecting the wider gender profile of the education workforce.

Actions to Address the Gender Pay Gap

Horizons Education Trust is committed to promoting equality, diversity and inclusion across the organisation. The Trust continues to review its employment practices to ensure fair and equitable opportunities for all staff.

Actions include:

- Monitoring gender balance within recruitment and promotion processes
- Supporting leadership development opportunities for staff across the Trust
- Promoting flexible working arrangements where appropriate
- Reviewing workforce data annually to monitor gender representation and progression

Accuracy Statement

I confirm that the gender pay gap information reported here is accurate and has been calculated in accordance with the requirements of the **Equality Act 2010 (Gender Pay Gap Information) Regulations 2017**.

Signed:



Adam Dabin
Chief Executive Office / Accounting Officer

Date: March 2026