

Aldingbourne Trust Gender Pay Gap Report 2025/2026

1. Introduction:

All organisations employing 250 or more employees are required under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 to report their gender pay and bonus gap. The term ‘employee’ refers to the definition in The Equality Act 2010 and includes workers such as those on zero hours contracts. The data we are required to report on is:

- percentage of males and females in each hourly pay quarter
- mean (average) gender pay gap using hourly pay
- median gender pay gap using hourly pay
- percentage of men and women receiving bonus pay
- mean (average) gender pay gap using bonus pay
- median gender pay gap using bonus pay

This is the eighth Aldingbourne Trust Gender Pay Gap Report, the data in this report is taken from 20th March 2025 (our ‘snapshot date’ for the pay period proceeding 5th April 2025).

2. Our Gender Pay Gap Findings:

Table 1. Percentage of males and females in each hourly pay quartile:

	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26
Upper Quartile	(M) 25% (F) 75%	(M) 21% (F) 79%	(M) 20% (F) 80%	(M) 21% (F) 79%	(M) 26% (F) 74%	(M) 26% (F) 74%	(M) 25% (F) 75%
Upper Middle Quartile	(M) 32% (F) 68%	(M) 29% (F) 71%	(M) 18% (F) 82%	(M) 21% (F) 79%	(M) 11% (F) 89%	(M) 12% (F) 88%	(M) 15% (F) 85%
Lower Middle Quartile	(M) 25% (F) 75%	(M) 25% (F) 75%	(M) 28% (F) 72%	(M) 23% (F) 77%	(M) 35% (F) 65%	(M) 34% (F) 66%	(M) 27% (F) 73%
Lower Quartile	(M) 29% (F) 71%	(M) 38% (F) 62%	(M) 36% (F) 64%	(M) 44% (F) 56%	(M) 37% (F) 63%	(M) 45% (F) 55%	(M) 47% (F) 53%

Table 2. Mean, median and bonus pay figures:

	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26
The difference of mean pay for full-pay relevant males and females,	+3.34%	+0.28%	-4.47%	-4.07%	+3.3%	-5.86	-7.80

shown as a percentage							
The difference of median pay for full-pay relevant males and females, shown as a percentage	+0.96%	+0.0%	-1.87%	-5.34%	-5.55%	-4.06	-3.64
The percentage of males and females receiving bonus pay	0%	0%	0%	(M) 80% (F) 83%	(M) 75% (F) 91%	0%	0%
The mean gender pay gap for bonus pay	n/a	n/a	n/a	-9.55%	-0.72%	n/a	n/a
The median gender pay gap for bonus pay	n/a	n/a	n/a	0.00%	16.66%	n/a	n/a

These figures have been calculated in accordance with the government guidance published at <https://www.gov.uk/guidance/making-your-gender-pay-gap-calculations>

3. Analysis of our Gender Pay Gap:

Female representation remains consistently high across all pay quartiles, reflecting broader patterns within the social care sector. Notably, the Trust stands above the sector benchmark in the Upper Quartile, where women make up 75% of roles - significantly higher than the 58% sector average reported by the Department of Health and Social Care for 2025. We also continue to see an encouraging increase in male representation within frontline support roles, as demonstrated by the rising proportion of men in the Lower Quartile.

The Trust's mean gender pay gap of -7.80% indicates that, on average, women earn 7.80% more than men. Our median gender pay gap of -3.64% further reflects a balanced and inclusive workforce structure. These results compare favourably against national figures, where women earn 6.9% less than their male counterparts according to ONS data published in April 2025.

No bonus data is included for this reporting period, as no bonus payments were made in the 12 months preceding the snapshot date.

4. Conclusion:

The Trust's 2025/26 Gender Pay Gap results continue to demonstrate a positive and inclusive workforce profile, with strong female representation across all pay quartiles and particularly within the Upper Quartile. This strong representation at senior levels, coupled with increasing male participation in frontline support roles, demonstrates that the Trust continues to challenge national norms and sector disparities.

Looking ahead, the Trust remains committed to maintaining and strengthening this positive trajectory, including:

- Continuing to promote equitable career progression pathways, ensuring that development opportunities, leadership programmes, and succession planning processes remain inclusive and accessible to all employees.
- Strengthening recruitment outreach, including efforts to continue to attract more men into frontline support roles.
- Monitoring data frequently, enabling early identification of emerging trends and supporting informed decision-making around workforce planning.
- Continuing to provide flexible working opportunities, helping colleagues to balance work and personal commitments without compromising career development, particularly for those with caring responsibilities.

Overall, the Trust remains dedicated to sustaining an inclusive culture, promoting fairness in all aspects of employment, and continuing to lead by example within the sector.

5. Sign Off:

I confirm that the information contained in this report is accurate.



Emma Lochhead (Chair)

11/03/2026