



GENDER PAY GAP REPORT 2024-2025



The Carr Fenton Foundation

Gender Pay Gap Report 2024-25

At The Carr Fenton Foundation, we are committed to fostering an inclusive and equitable workplace where all employees have the opportunity to thrive. As part of our ongoing commitment to transparency and accountability, we present our Gender Pay Gap Report for the current reporting period 2024 - 2025.

Workforce Composition

Our workforce is predominantly female, with women making up 80% of full-pay relevant employees. This reflects our strong representation of women across the organisation, particularly in operational and support roles.

Overall Headcount:

On 31 March 2025 we had 277 members of staff:

- 221 Female – 80%
- 56 Male – 20%

It is recognised industry wide that Education establishments attract a higher proportion of female staff due to the nature of the roles and the flexibility provided with term time only and part time working.

Pay Quartile Distribution

While women are well represented across all pay quartiles, this distribution suggests that while women are present in higher-paying roles, there is also a noticeable concentration in the lower and middle quartiles:

Pay Quartile	Male %	Female %
Upper	36.2%	63.8%
Upper Middle	24.6%	75.4%
Lower Middle	12.9%	87.1%
Lower	5.9%	94.1%

A significant number of part time Support Staff roles which naturally attract lower pay scales are occupied by females throughout the Trust. These roles present opportunities that have always been more preferable to females and recruitment statistics consistently evidence applications from females.

Gender Pay Gap

Our data shows a gender pay gap, with men earning more than women on average:

- **Mean Gender Pay Gap: 21.37%**
- **Median Gender Pay Gap: 21.6%**

Mean hourly rate pay gap: Hourly pay Male = £18.74, Hourly pay Female = £14.73, £4.00 difference.

When assessing the gender pay gap between men and women it is important to consider that where some organisations outsource services like cleaning, the Foundation directly employs individuals in this demographic contributing to a higher percentage of staff in the lower pay quartile.

The Carr Fenton Foundation also recruit's apprentices who later progress to higher paid positions within the Foundation. During their apprenticeship, they receive statutory hourly rate of pay which naturally reduces the overall Mean rate of pay. The majority of our apprenticeships are with our nursery setting which traditionally attracts a female workforce.

Bonus Pay

Bonus payments were minimal across the organisation, with only a small percentage of employees receiving bonuses. Both male and female recipients received equal average bonus amounts, resulting in:

- **Mean Bonus Pay Gap: 0%**
- **Median Bonus Pay Gap: 0%**

This demonstrates fairness and consistency in our bonus allocation practices.

Our Commitment

While we are proud of the progress reflected in this report, we recognise the importance of continuous improvement. We remain committed to:

- Promoting gender balance in leadership and decision-making roles
- Supporting career development for all employees
- Reviewing recruitment, promotion, and reward practices to ensure equity

We will continue to monitor our data, listen to our employees, and take meaningful action to ensure our workplace remains inclusive and fair for everyone.

Supporting Statement

I can confirm that the above information has been prepared from our payroll data from the snapshot of 31 March 2025 and fairly represents the gender pay gap information for The Carr Fenton Foundation.

Phil Carter
Director of Human Resources

Published details can be found on GOV.UK Gender Pay Gap website