

## GENDER PAY GAP REPORT- EAST SILC 2026

SNAPSHOT DATE 31<sup>ST</sup> MARCH 2025

TOTAL NUMBER OF STAFF = 319

TOTAL NUMBER OF ROLES = 327

The East Specialist Inclusive Centre (SILC) is an employer required by law to undertake gender pay gap reporting to show the pay gap between our male and female employees. Due to significant organisational growth over recent years our workforce has now exceeded the statutory threshold of 250 employees over all sites and provisions.

The East SILC is a complex organisation operating over a variety of sites and provisions, including partnerships with secondary providers, the city-wide Physical Difficulties and Medical Service including a moving and handling service, as well as the Medical Needs Teaching Service for Leeds. As of 31<sup>st</sup> March 2025 there were 319 relevant employees including employees who hold more than one role within the SILC leading to recording 327 roles on 31<sup>st</sup> March 2025.

The data below shows the gender pay gap that exists within the East SILC, based on the hourly rate of pay for all relevant employees as of 31<sup>st</sup> March 2025.

### Proportion of male and female employees according to quarter pay bands

	QUARTILE 1 (LOWER)	QUARTILE 2 (LOWER MIDDLE)	QUARTILE 3 (UPPER MIDDLE)	QUARTILE 4 (UPPER)
Male (% males to all employees in each quarter)	14.6%	10.9%	19.8%	20.7%
Female (% females to all employees in each quarter)	85.4%	89.1%	80.2%	79.3%

## Workforce Profile Breakdown

WORKFORCE GROUP	NUMBER OF STAFF	% OF WORKFORCE
Leadership	15	4.7
Teaching & HLTAs	95	29.8
Support Staff	209	65.5
<b>Total Workforce</b>	<b>319</b>	<b>100%</b>

## Difference in mean and median hourly rates of pay

	DIFFERENCE IN THE MEAN HOURLY PAY	DIFFERENCE IN THE MEDIAN HOURLY PAY
Pay gap. % difference male to female	8.37%	7.45%

## Proportion of male and female employees who were paid bonus pay

	PROPORTION RECEIVING A BONUS
Male employees (% paid a bonus compared to all male employees)	0%
Female employees (% paid a bonus compared to all female employees)	0%

## Difference in mean and median bonus pay

	DIFFERENCE IN THE MEAN BONUS PAY	DIFFERENCE IN THE MEDIAN BONUS PAY
Pay gap. % difference male to female	0%	0%

### UNDERSTANDING THE FINDINGS

On 31<sup>st</sup> March 2025, 83.1% of the relevant employees for reporting purposes were female. Females are the dominant workforce across all four pay quartiles. Females make up 79.75% of the workforce in the upper and middle quartiles and as an organisation we believe that the pay gap is not due to a lack of females within senior and middle leadership roles but is predominantly due to a larger proportion of females than males in the lower quartiles. It should be noted that whilst we encourage males to apply for roles that fall within the lower pay quartiles, many of these roles continue to attract a larger number of female applicants which is in line with national trends.

Although benchmarking against other Specialist Inclusive Learning Centres in Leeds local authority area is not possible because they fall below the statutory reporting threshold of 250 employees, and therefore do not publish gender pay gap data, a comparison with local area MATs shows that our gender pay gap is significantly lower than many of these large organisations.

Trust	Mean Average Pay Gap	Median Average Pay Gap
Elevate Multi Academy Trust	27.4%	38.2%
Inspire Partnership Multi Academy Trust	16.19%	19.94%
Learning Accord Multi Academy Trust	13%	15%
Owlcotes Multi Academy Trust	12.9%	13.9%
Polaris Multi Academy Trust	31.8%	47.9%

## OPTIONAL ACTION PLAN

- We will continue using the nationally agreed local government pay scales for both teaching and support staff and ensure new job roles are evaluated under the NJC job evaluation guidance through the local authority.
- We will continue to evaluate our job roles annually to ensure fair pay in each role and advertise each job with no gender bias.
- The East SILC has a progressive staffing structure supported by a strong commitment to continuing professional development. All staff at all levels are encouraged to engage in training and development opportunities and participation is supported equitably with no gender bias.

## SUPPORTING STATEMENT

As we continue to grow and evolve the East SILC is dedicated to maintaining a fair, transparent and legally compliant recruitment process that reflects our commitment to equality and inclusion. Our recruitment decisions are based solely on the skills, qualifications and experience required for the role, irrespective of gender or any other equality-based characteristic, ensuring a fair and inclusive process for all applicants. This commitment enables us to continue to deliver our vision of "Exceptional Education for Exceptional Lives"

I can confirm that the information published here is accurate.

Status/position: Louise Quinn, Executive Principal      Date: 12th February 2026