



Francis Holland Schools

The Francis Holland Schools Trust (FHST)
Gender Pay Gap Report 2025-26

This report contains the statutory disclosure of the gender pay gap for the Francis Holland Schools Trust (FHST/the Trust). Under legislation introduced in April 2017, all organisations with 250 or more employees are required to publish their gender pay gap information annually.

It is important to distinguish between the gender pay gap and equal pay. Equal pay is the legal requirement that men and women performing the same role must receive the same remuneration. The gender pay gap, by contrast, reflects the difference in average gross hourly earnings or bonus pay between men and women across an entire organisation.

As a Trust, we aim to be an excellent employer. We seek to attract, retain and develop outstanding staff across the education sector, and we remain firmly committed to equality, fairness and transparency.

Data Analysis

Mean gender pay gap:	Women’s hourly rate is 2.00% lower (versus 0.2 % higher in 2024-25)
Median gender pay gap:	Women’s hourly rate is 1.12% lower (versus 3.93% higher in 2024-25)
Mean bonus gap:	Women’s mean bonus pay is 92.8% higher (versus 96.2% higher in 2024-25)
Median bonus gap:	Women’s median bonus pay is 0% (versus 0% in 2024-25)
Male bonus proportion:	16.51% (16.67% in 2024-25)
Female bonus proportion:	10.27% (12.07% in 2024-25)

Hourly rate quartile bands 2025/26		
Quartile	Males (%)	Females (%)
Lower	30.69	69.31
Lower middle	21.00	79.00
Upper middle	25.00	75.00
Upper	32.00	68.00

Overview of Pay and Bonus Outcomes

In 2025, the mean gender pay gap of 2.00% and the median gap of 1.12% indicate only modest differences in average pay between men and women across the Trust. These small differences reflect a broadly balanced pay distribution overall.

Bonus outcomes this year show that a smaller proportion of women received a bonus compared with men. However, among those who did receive a bonus, the mean bonus amount for women was higher, and the median bonus gap remained at 0%. This pattern reflects the fact that bonuses are awarded primarily within senior roles, where women continue to be well represented. Consequently, although fewer women received bonuses overall, those who did were more likely to hold positions that attract higher bonus values.

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The Trust will continue to review the awarding of bonuses and ensure that these decisions remain fair, consistent and appropriately justified.

Equal Pay, Payscales and Recruitment

The Trust operates agreed payscales for teaching, non-teaching and leadership roles, applied consistently to all staff. These form part of our pay policy, which is reviewed annually. Our recruitment practices are robust and designed to appoint the best candidate for each role, regardless of gender. We are confident that no male employee is paid less than a female employee for carrying out the same work.

Key Factors Influencing the 2025 Gender Pay Gap

Following our analysis, the main factors contributing to this year's gender pay gap are:

1. Workforce Distribution Across Salary Bands

The gender pay gap is shaped primarily by staffing patterns across the Trust's established payscales:

- Women make up the majority of employees in non-teaching roles, which are on lower salary bands. In this reporting period 69.96% (67.46% last year) of the school's non-teaching staff are female.
- A high proportion of new or recently qualified teachers - who begin on lower points of the scale - are women. In this reporting period 83.33% (80% last year) of the new or recently qualified teaching staff (paid on the lowest four points of the teaching payscale) are female.
- Women continue to hold many leadership roles, though representation varies across the highest pay points. At the time of this report 72% of staff paid on the Leadership scale are female, which is the same as in the previous year.

These structural workforce patterns influence average earnings differences but do not indicate unequal pay.

2. Senior Leadership and Departmental Movements

Several staffing and role changes contributed to this year's outcomes:

- Within Senior Leadership Teams, adjustments to the highest pay points and natural turnover resulted in a slight shift toward a male-favouring gap.
- In the IT department, a reduction in female staff and several pay increases for male employees increased departmental averages.
- In the Facilities teams, two pay adjustments linked to job promotions increased average male pay in that area.

These departmental variations influenced overall figures without reflecting any change in policy or approach.

Understanding the Shift From 2024 to 2025

The shift from a negative gender pay gap in 2024 (ie. women being paid more than their male counterparts) to a modest positive gap in 2025 reflects:

- Small year-on-year changes within a predominantly female workforce.

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- Year-to-year variation in the distribution of the highest-paid roles.
- Increased female representation in lower-paid categories such as non-teaching and early-career teaching roles.

Overall, these factors demonstrate that the Trust's gender pay gap continues to be driven by workforce composition rather than pay inequality.

I confirm that the information published here is accurate

Signature



Stephanie Lamb, Chief Operating Officer

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