SPECIALIST SCHOOLS TRUST

GENDER PAY REPORTING STATEMENT – 31ST MARCH 2025

(REPORTED MARCH 2026)

Specialist Schools Trust (the Trust) is an employer with over 250 employees and is required by law to carry out Gender Pay Gap Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This statement reports on the snapshot date of 31st March 2025 and data has been submitted by the due date of 31st March 2026.

The Trust comprises Rosewood Free School, a day school for pupils aged 2-19 years with profound and multiple learning difficulties (PMLD), and Great Oaks School, a secondary school for young people with a range of complex learning difficulties including autism and speech and language difficulties.

The Trust operates and equal opportunities employer and does not discriminate (as defined by the Equalities Act 2010 and other relevant legislation) during recruitment, performance management and career development and progression. Gender plays no part in the assessment of salary grades and scale points.

Employees by Pay Quarter

Employee by Pay Quarter	% Men	% Women
Upper hourly pay quarter	23%	77%
Upper middle hourly pay quarter	25%	75%
Lower middle hourly pay quarter	16%	84%
Lower hourly pay quarter	12%	88%

Women make up an average of 81% of the workforce and are well represented in each quarter.

Mean Gender Hourly Pay Gap - Difference in male and female mean pay:

This means that, using the mean (average), men are paid on 14% more than women. This means for every £1 a man earns, a woman earns 86p.

Median Gender Hourly Pay - Difference in male and female median pay:

This means that when using the median, men are paid 20.28% more than women. This means for every £1 a man earns, a woman earns 79.72p.

The Trust follows the School Teachers' Pay and Conditions Document (STPCD) and all teaching staff are paid in line with the STPCD pay scales. The Trust takes guidance from the Southampton City Council pay scales for all support staff.

24th March 2026