

Gender Pay Analysis Report

Year to date March 2026

Linwood School is an employer with 415 employees and is required by law to carry out Gender Pay Gap reporting under the Equality Act 2010 (Gender Pay Information) Regulations. The information described in this report and to be submitted by May 2026, is based on the snapshot date of 1st April 2025 to 31st March 2026.

At the time of reporting, Linwood School is a Local Authority maintained school. The Governing Board remains committed to promoting equality of opportunity. We are a Disability Confident employer and will not discriminate in any way (as defined by the Equality Act 2010 and other relevant legislation) including our recruitment, performance management, salary and employee career development opportunity practices.

Gender Pay Gap Report – 31st March 2026

Pay (Excluding Bonus)	
Difference in mean pay between male and female employees	-2.57%
Difference in median pay between male and female employees	0%

Number of employees by gender (included in data)	Male: 56	Female: 359	Non-Binary: 0
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Quartile	Upper	Lower	Count	Male	Female	Male %	Female %
Upper Quartile	1	90	90	11	79	12.22	87.78
Upper middle Quartile	91	180	90	16	74	17.78	82.22
Lower Middle Quartile	181	270	90	14	76	15.56	84.44
Lower Quartile	271	360	90	12	78	13.33	86.67

Again, this reporting year, no employees have declared to us they are non-binary and the reporting body does not yet, at this point, collect this information on their data monitoring sheet as there is no legal requirement to do so under PAYE law and the consequent Real Time Information.



The gender pay gap analysis data for Linwood School shows that: -

- Males are paid on average -2.57% (In 2025: 1.98% more) less than females on a mean basis.
- There is an equal balance (0%) in 2026 of pay (In 2025: 6.23% more) between males and females on a median basis.

The National Average gender pay gap in April 2025, according to the office of national statistics was 6.9%, down from 7.1% in 2024. Whilst the latest breakdown in education sector reports that amongst education support assistants' women earn 0.4% less than men and across educational leaders' women earn 8.8% less than men, this is not the case at Linwood school, with each of our roles paid the same, with a capped ceiling scale point for each role.

We are confident our data report is not an equal pay issue as our policies apply equally across the board and decisions made on the recruitment and progression of staff are open, transparent and fair with regular review by the HR team.

Looking at the data across all four quartiles, there remain fewer males in post across the school compared to female employees, in fact in employee numbers for 2025/2026 we saw an increase in colleagues from 373 to 415, a total of 42, with only 7 being male and they sit in the upper middle/lower middle quartile. The Recruitment & Retention Strategy aims to address this by way of more targeted advertising campaigns.

As a special school, a very large proportion of Linwood's staff are Teaching Assistants. We have found that the vast majority of Teaching Assistant applicants and subsequent conversions are still female despite efforts to recruit more males to the role. We are a supportive Employer and welcome all applicants from all backgrounds.

When considering the reasons for lower numbers of other than female recruits, it could be down to a number of factors including the attraction of term-time contracts and school-friendly hours which can suit family and childcare commitments for primary carers, predominantly across society, are still female. This is slowly changing overall. We are aware of the societal perception that the role of Teaching Assistant may be considered more appropriate for females and we will continue to seek ways to challenge this perception and have again in the 2025/2026 academic year, seen an increase in male applicants for this role who have converted to appointments. This may be due to reviewing the wording of our advertisements with an inclusive language checker to ensure they are more inclusive overall, not just in respect of gender identity. Changes were made in 2024 to our recruitment platforms and teaching assistant adverts with the aim of supporting progress in closing our gender pay gap.

In addition, many female returners to the workplace apply to the public sector and part time is usually likely, in many cases, to be less highly paid. These same females are more likely to take career breaks and may choose not to progress into senior roles.



We will continue to promote the reality that other roles, potentially those with higher salaries, including that of Teacher, can be open to flexible working arrangements and accessible to those who have traditionally prioritised family and childcare commitments.

We will continue to monitor any gender pay gap in our school with the aim of eliminating a pay gap. We will do this by continuing to: -

- Advertise jobs with a pay range and not undertaking individual pay discussions outside the advertised range. This is in line with the Local Authority policies we work to.
- Use skills and competency-based tasks in the recruitment process
- Use structured interviews, asking the same questions of all candidates.
- Ensure that blind recruitment continues at shortlisting manager stage.
- Ensure transparency in promotion and development processes.
- Monitor equality and diversity in recruitment and promotion.
- Be open to developing strategies and policies which reduce biased decisions.
- Give fair and due consideration in line with employment legislation, to flexible working arrangements for all members of staff who request it.

You can learn more about Gender Pay Gap Reporting by visiting www.acas.org.uk/genderpay