Voluntary Gender Pay Snapshot Report

March 2026 payroll snapshot | Illuminate Minds Trust Central, Fairford Academy Barnehurst and Pelham Primary School

Important: This is a voluntary payroll-based salary snapshot for transparency and internal monitoring. It is not the Trust's statutory gender pay gap disclosure.

Mean hourly-pay proxy	Median hourly-pay proxy	Employees included
4.5%	**0.0%**	**103**
Women lower than men	No gap	of 107 active source employees

Hourly-pay results

Measure	Men	Women	Gender pay gap	Interpretation
Mean hourly-pay proxy	GBP 24.36	GBP 23.28	4.5%	Women lower than men
Median hourly-pay proxy	GBP 17.39	GBP 17.39	0.0%	No gap

Pay quartiles

Quartile	Employees	Women	Men	Women / men
Lower	26	24	2	92.3% / 7.7%
Lower middle	26	18	8	69.2% / 30.8%
Upper middle	26	21	5	80.8% / 19.2%
Upper	25	20	5	80.0% / 20.0%

Scope and methodology

Snapshot	31 March 2026 intended. The source payroll runs are dated 27 March 2026; the employee population at 31 March must be confirmed.
Pay measure	Annual salary divided by 52 weeks and the aggregate contracted weekly hours of active posts.
Workforce	87 women and 20 men were recorded in the active source. 103 employees were included in the hourly-pay proxy.

Data quality and publication status

The snapshot excludes four records with zero annual salary and weekly hours. Two records showing 1,265 annual hours have been converted to 24.33 weekly hours (1,265 divided by 52). Eight historical post rows ending before the intended snapshot were excluded. No bonus payments were reported for the 12 months to 31 March 2026. Before publishing statutory gender pay gap information, HR/payroll must confirm the 31 March employee population, full-pay eligibility and ordinary-pay treatment.