Gender Pay Gap Reporting 2025/26

Mean 6.13%

The average difference in gross hourly earnings between men and women, expressed as a percentage of male earnings

This means that when comparing mean pay, males earn 6.13% more than females within the organisation.

Median 2.38%

The mid-point difference in gross hourly earnings for all men and women, expressed as a percentage of male earnings.

This means that when comparing median pay, males earn 2.38% more than females within the organisation.

Pay Quartiles

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Top Quartile
Male	14.69%	15.38%	13.99%	21.53%
Female	85.31%	84.62%	86.01%	78.47%

Sandwell Children's Trust does not pay bonuses, therefore there is no data to report for bonus payments.

Under legislation that came into force in April 2017, all employers with more than 250 employees are required to publish their gender pay gap. The Equalities Act 2010 (Gender Pay Gap Information Regulation 2017) aims to tackle the gender pay gap that exists in organisations and provide transparency around gender pay gap reporting.

The causes of the gender pay gap are complex and overlapping and there is no single over-riding reason why the gender pay gap exists.

The mean gender pay gap for Sandwell Children's Trust is **6.13%** and the median gender pay gap is **2.38%.** The data published has been calculated in line with the reporting legislation. This includes calculating an hourly rate for all full pay relevant employees as at 5 April 2025.

Sandwell Children's Trust is committed to reducing its Gender Pay Gap and as an organisation is looking at ways that this can be achieved through our Equity, Diversity and Inclusion Strategy.

Sandwell Children's Trust can demonstrate that it pays men and women the same salary for work of equal value through the implementation of the Sandwell MBC Single Status agreement in 2010 and uses the nationally negotiated pay spine as the basis for its local grading structure.

Tara Malik
Director of Resources and Governance