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Gender pay gap service

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> Gender pay gap report for 2025-26

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CONSORTIUM TRUST 2025-26 Gender pay gap report

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1. Main gender pay gap figures

In this organisation:

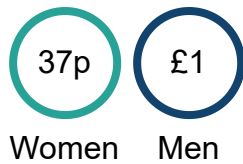
- women earned 37p for every £1 that men earned (comparing median hourly pay)
 - women made up 81.0% of employees in the highest paid quarter, and 90.0% of employees in the lowest paid quarter
-

2. Hourly pay

In this organisation:

- women's median hourly pay was 63.0% lower than men's – this means they earned 37p for every £1 that men earn when comparing median hourly pay

63p
less
▼



- women's mean (average) hourly pay was 23.0% lower than men's

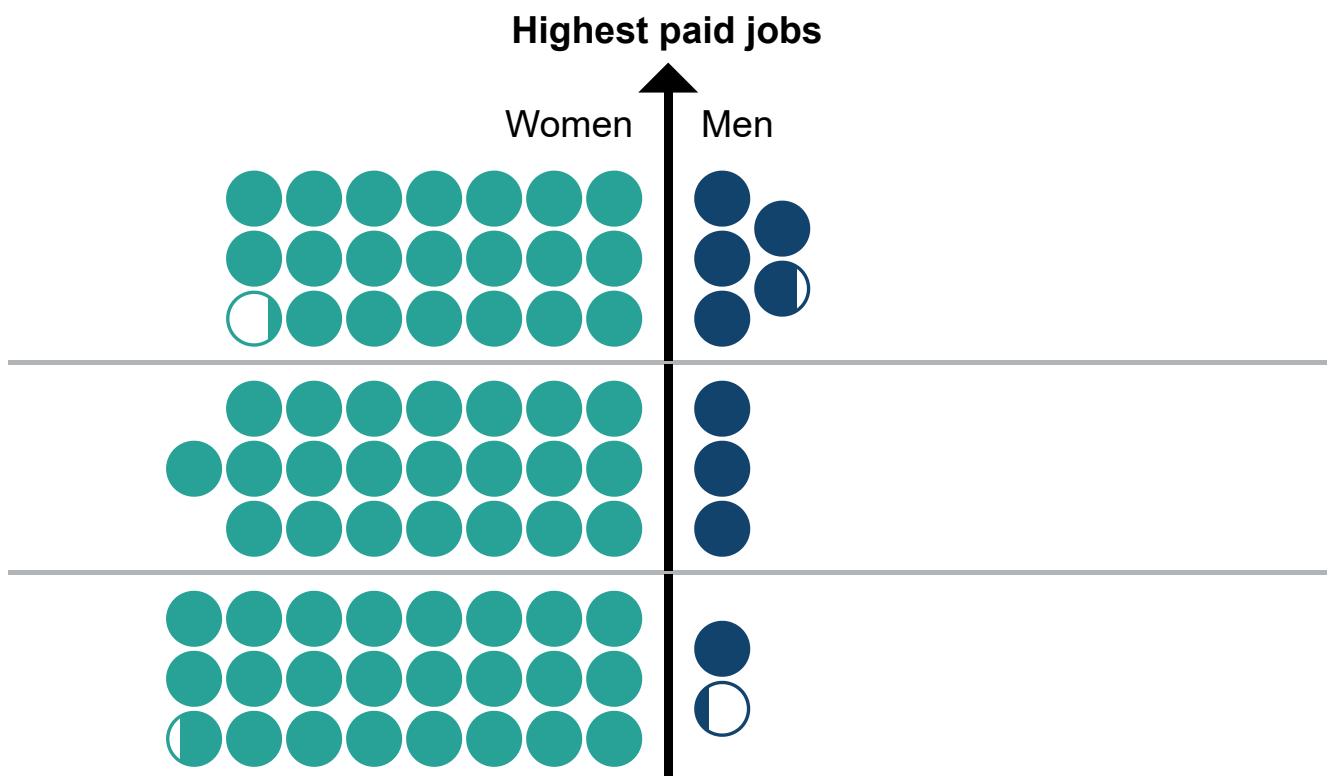
▶ [Read more about median and mean](#)

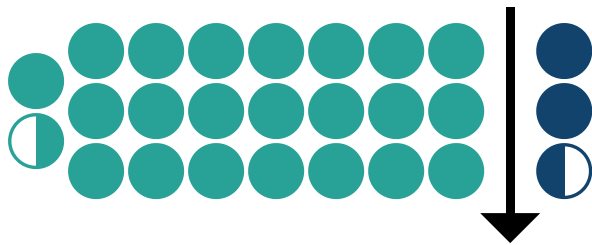
3. Pay quarters

In this organisation, women made up:

- 81.0% of employees in the upper hourly pay quarter (highest paid jobs)
- 88.0% of employees in the upper middle hourly pay quarter
- 95.0% of employees in the lower middle hourly pay quarter
- 90.0% of employees in the lower hourly pay quarter (lowest paid jobs)

Show explanation for this visualisation





Lowest paid jobs

Each ● represents 1% of the employees in this organisation

▼ [Table: pay_quarters](#)

Pay quarter		Women (%)	Men (%)	Total (%)
Upper hourly pay quarter (highest paid)	Percentage in this pay quarter	81.0	19.0	100
	Percentage of all employees	20.3	4.8	25
Upper middle hourly pay quarter	Percentage in this pay quarter	88.0	12.0	100
	Percentage of all employees	22.0	3.0	25
Lower middle pay quarter	Percentage in this pay quarter	95.0	5.0	100
	Percentage of all employees	23.8	1.3	25
Lower hourly pay quarter (lowest paid)	Percentage in this pay quarter	90.0	10.0	100
	Percentage of all employees	22.5	2.5	25
Totals		88.5	11.5	100

▼ [Read more about pay_quarters](#)

Pay quarters show the percentage of men and women employees in 4 equally-sized groups based on their hourly pay.

Pay quarters give an indication of women's representation at different levels of the organisation.

4. Bonus pay

In this organisation:

- no bonuses were paid
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5. About CONSORTIUM TRUST

Registered address	Helmingham School House, School Lane, Helmingham, Suffolk, England, IP14 6EX
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Sector	Education
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Snapshot date	5 April 2025
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Employee headcount	500 to 999 employees
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Person responsible	Lisa Jones (Director of Finance and Resources)
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[What this employer says about their gender pay gap \(opens in a new window\)](https://www.consortiumtrust.org/)
(<https://www.consortiumtrust.org/>)

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