

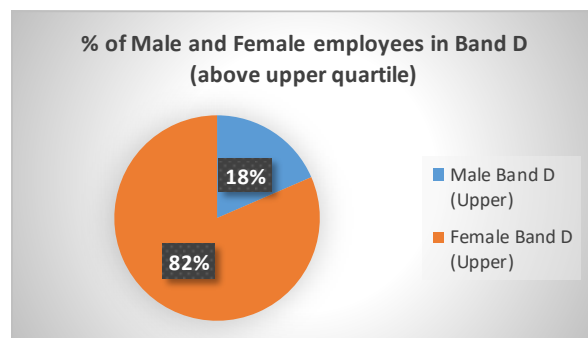
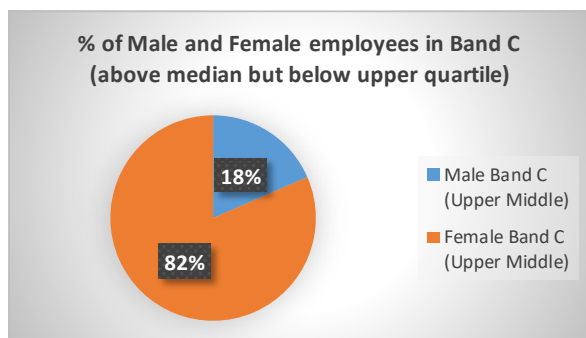
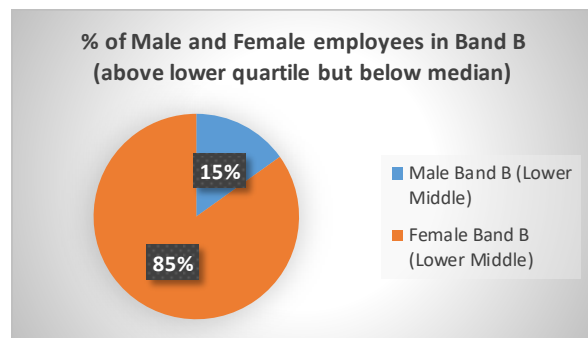
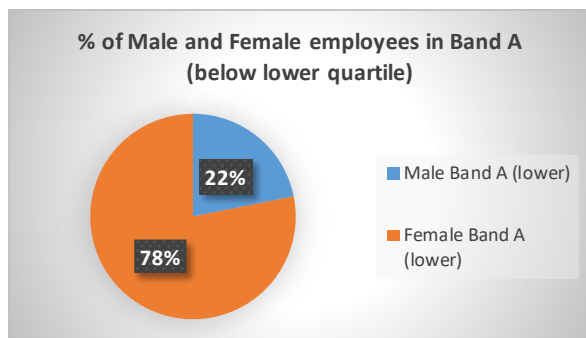
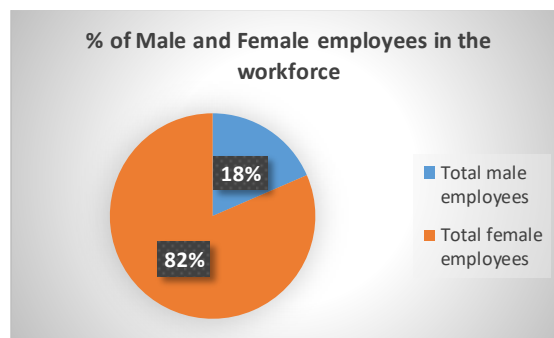
Gender Pay Gap Report

Hollybank Trust is required by law to publish an annual gender pay gap report.

This is its report for the snapshot date of 5th April 2025.

	As at 5 th April 2025	As at 5 th April 2024
Mean gender pay gap	1.8 %	7.3 %
Median gender pay gap	0.6 %	0 %
Mean gender bonus gap*	N/A	N/A
Median gender bonus gap*	N/A	N/A

*Hollybank Trust does not operate a bonus scheme



The figures set out on page 1 have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

What are the underlying causes of Hollybank Trust's gender pay gap?

Under the law, men and women must receive equal pay for:

- The same or broadly similar work
- Work rated as equivalent under a job evaluation scheme; or
- Work of equal value

Hollybank Trust is committed to the principle of equal opportunities and equal treatment of all employees regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy / maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of sex (or any other characteristic set out above). As such it, it evaluates job roles and pay grades as necessary to ensure a fair structure.

Hollybank Trust is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that those roles attract.

Hollybank Trust's workforce consists of significantly more women than men (507 females and 110 males as of 05th April 2025). This profile reflects the nature of the social care and education sector. All employees receive a salary, which is reviewed on an annual basis and agreed by our board of Trustee Directors.

How does Hollybank Trust's gender pay gap compare with that of other organisations?

The vast majority of organisations have a gender pay gap, and we are pleased to be able to say that Hollybank Trust's gap compares favourably with that of other comparable organisations. Our mean gender pay gap has changed from 7.3 % in 2024 to 1.8 % this year.

The mean gender pay gap for the whole economy for all staff as at April 2025 on the ONS [Gender pay gap in the UK - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/gender-pay-gap-in-the-uk) website is 13.4%. Hollybank Trust's mean gender gap is, therefore, significantly lower than that. Hollybank Trusts mean variance of 1.8% suggests that there is a higher proportion of male employees in the upper 2 quartiles (management and central support roles) than the lower 2 quartiles (operational support staff).

The median gender pay gap for the whole economy as at April 2025 on the ONS [Gender pay gap in the UK - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/gender-pay-gap-in-the-uk) website is 12.8%. At 0.6%, Hollybank Trust's median gender pay gap is, therefore, significantly lower than the whole economy. Hollybank Trusts median variance of 0% suggests that there is indeed equality in pay for staff doing the same or equivalent work, regardless of sex (or any other characteristic set out above).



Statement

I confirm that Hollybank Trust is committed to the principle of gender pay equality and has prepared its 2025 gender pay gap results in line with mandatory requirements.

Jane Raca *16 March 2026*

Jane Raca
Chair of Trustees

