

# The Spire Church of England Learning Trust

## Gender Pay Gap Report 2025

This report has been provided by the Trust's payroll providers and will be reviewed on an annual basis.

**This document will be subject to an ongoing review. It may be amended prior to the scheduled date of the next review to reflect changes in legislation where appropriate.**

In collaboration with



**Women's hourly rate is**

**22.56%**

**LOWER**  
(mean)

**30.44%**

**LOWER**  
(median)

**Women's bonus pay is**

**0%**

**HIGHER**  
(mean)

**0%**

**HIGHER**  
(median)

**Who received bonus pay**

**0%**

**OF MEN**

**0%**

**OF WOMEN**

## Pay quartiles

How many men and women are in each quarter of the employer's payroll.

Top quartile

**23.46%**

MEN

**76.54%**

WOMEN

Upper middle quartile

**18.52%**

MEN

**81.48%**

WOMEN

Lower middle quartile

**8.79%**

MEN

**91.21%**

WOMEN

Lower quartile

**7%**

MEN

**93%**

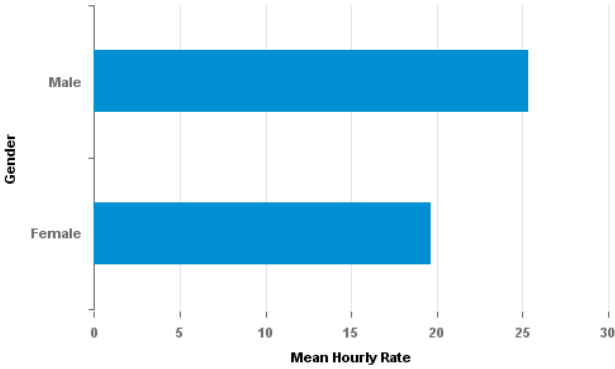
WOMEN

## Gender Pay within our Organisation

Women's hourly rate is

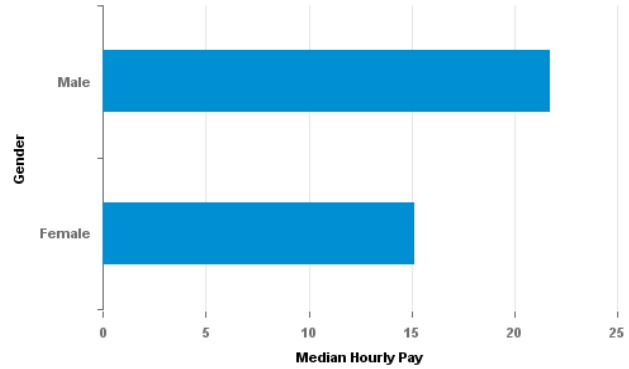
**22.56%**

**LOWER**  
(mean)



**30.44%**

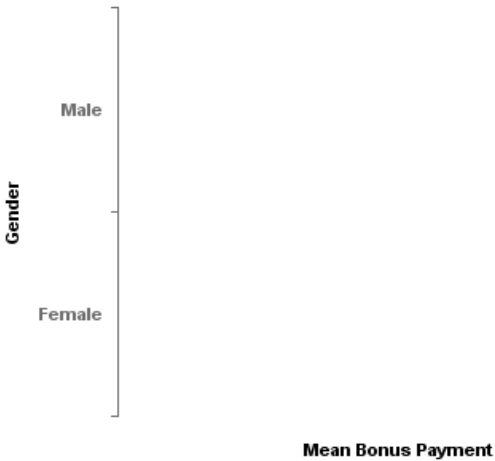
**LOWER**  
(median)



Women's bonus pay is

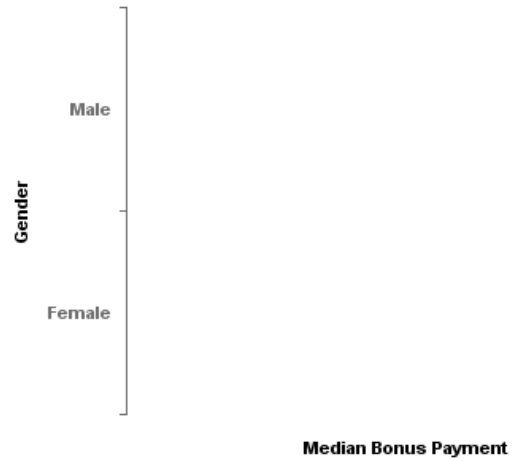
**%**

**HIGHER**  
(mean)



**%**

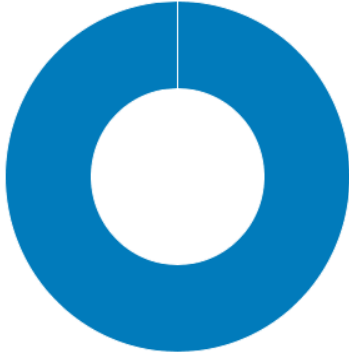
**HIGHER**  
(median)



## Who received bonus pay

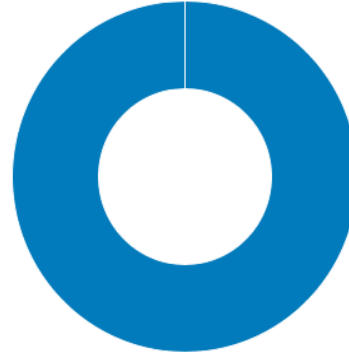
0%

OF MEN



0%

OF WOMEN



## Pay quartiles

How many men and women are in each quarter of the employer's payroll.

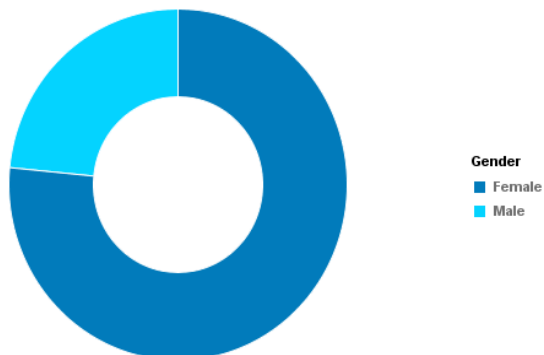
Top quartile

23.46%

MEN

76.54%

WOMEN



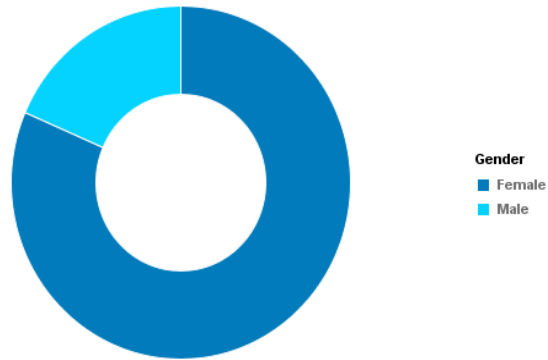
Upper middle quartile

**18.52%**

**MEN**

**81.48%**

**WOMEN**



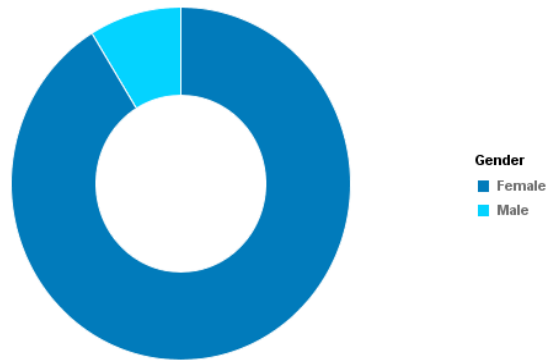
Lower middle quartile

**8.79%**

**MEN**

**91.21%**

**WOMEN**



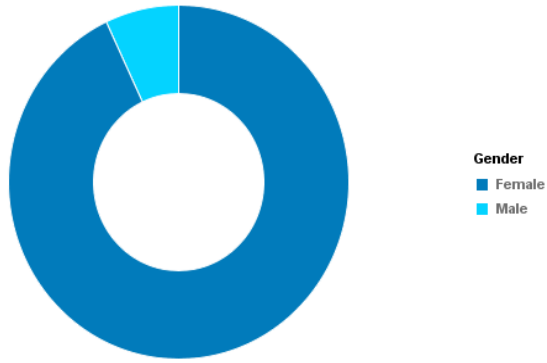
Lower quartile

7%

MEN

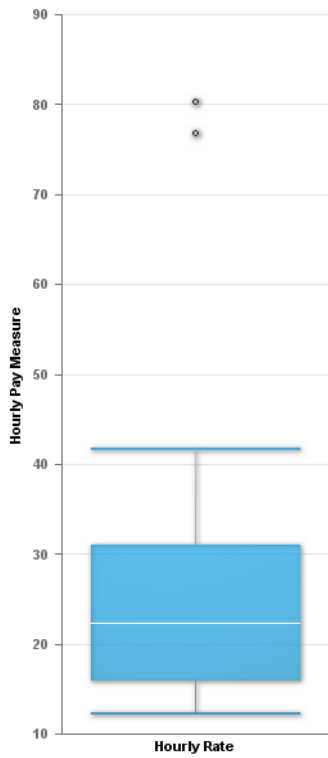
93%

WOMEN

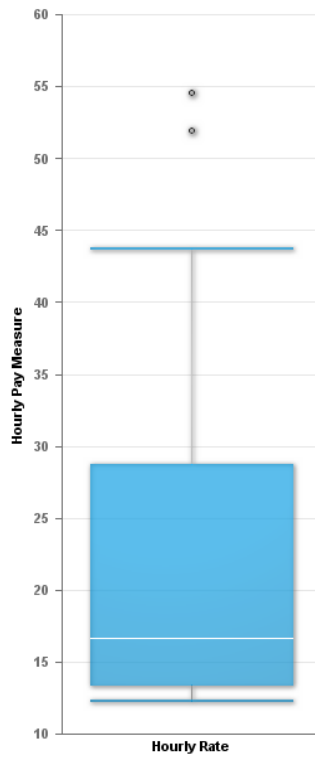


## Hourly Pay Box Plots

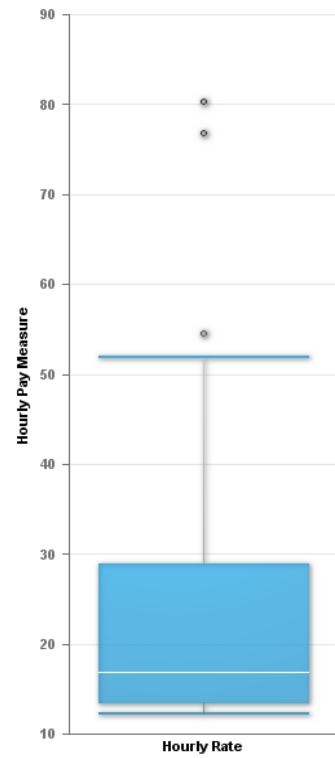
OF MEN



OF WOMEN

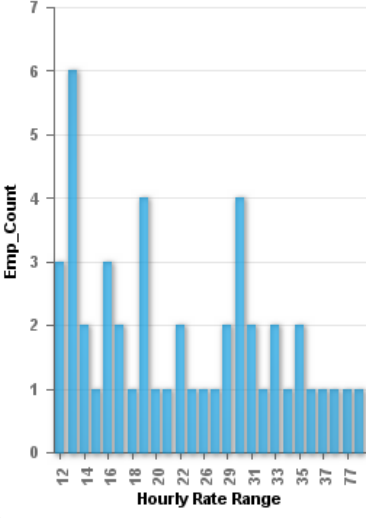


OF ALL

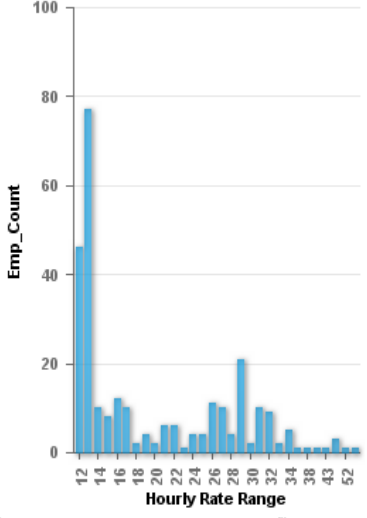


# Hourly Pay Histograms

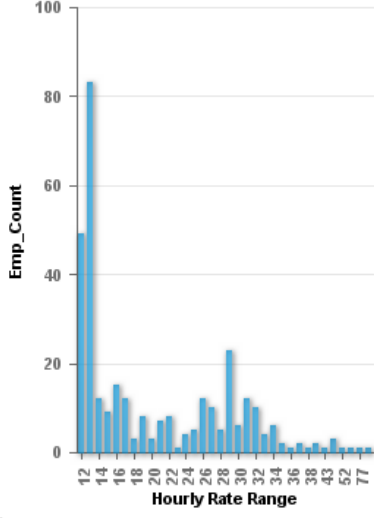
OF MEN



OF WOMEN



OF ALL

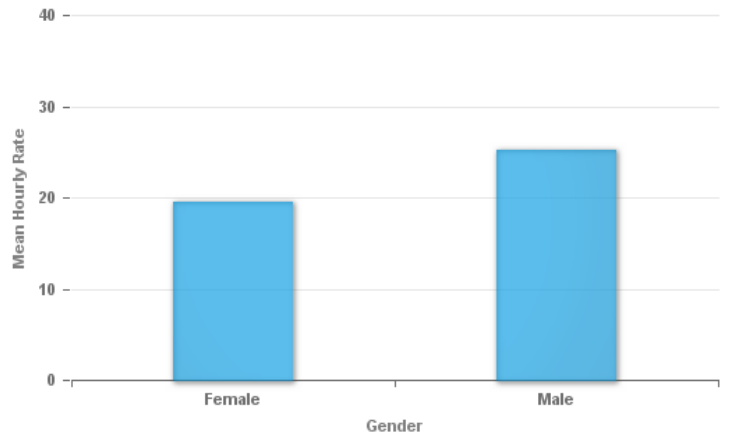


### Metric 1: Mean Gender Pay Gap in Hourly Pay

Full-Pay Relevant Employee Count	
	275
	48
	323

Mean Hourly Rate	
	19.56061818
	25.26020833
	20.4076161

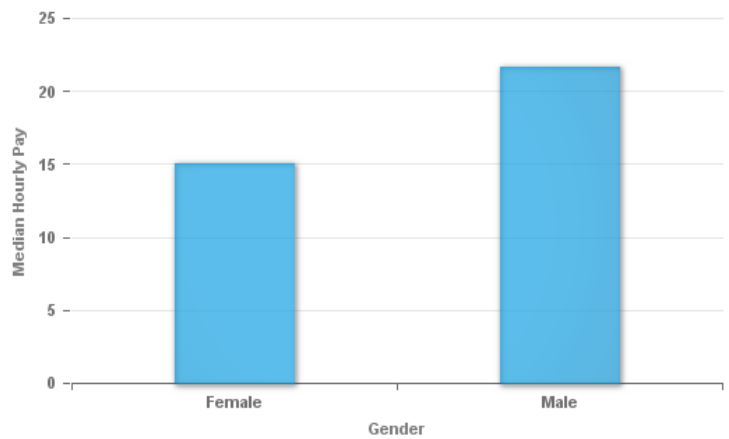
Female MHR: 19.56  
 Male MHR: 25.26  
 Female MHR Difference: 5.7  
 Mean GPG Hourly Rate %: 22.56%



### Metric 2: Median Gender Pay Gap in Hourly Pay

Median Hourly Pay	
	15.07
	21.665
	15.84

Female MedianHR: 15.07  
 Male MedianHR: 21.67  
 Female MedianHR Difference: 6.6  
 Median GPG Hourly Rate %: 30.44%



### Metric 3: Proportion of Males and Females receiving a Bonus

No Emp Receiving Bonus	Relevant Employee Count	Proportion % Receiving Bonus
0	283	0.00%
0	48	0.00%
0	331	0.00%



Proportion Females Receiving Bonus: 0%

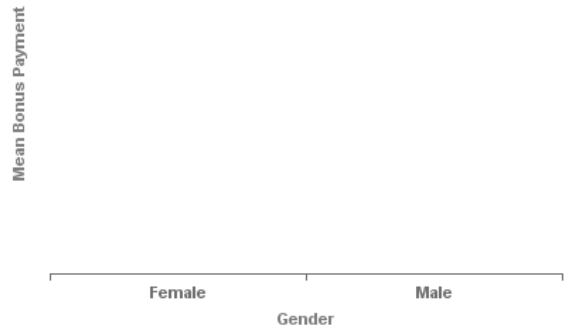


Proportion Males Receiving Bonus: 0%

### Metric 4: Mean Bonus Gender Pay Gap

Mean Bonus Payment

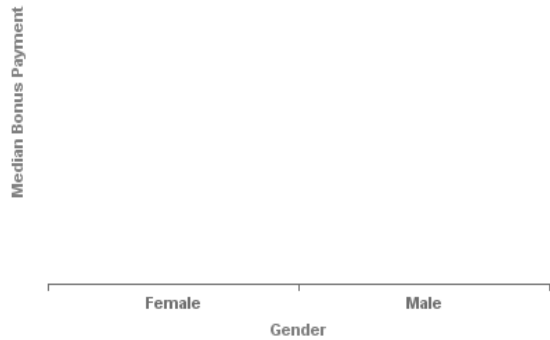
Female Mean Bonus:  
 Male Mean Bonus:  
 Female Mean Bonus Difference:  
 Mean GPG Bonus %: %



### Metric 5: Median Bonus Gender Pay Gap

Median Bonus Payment

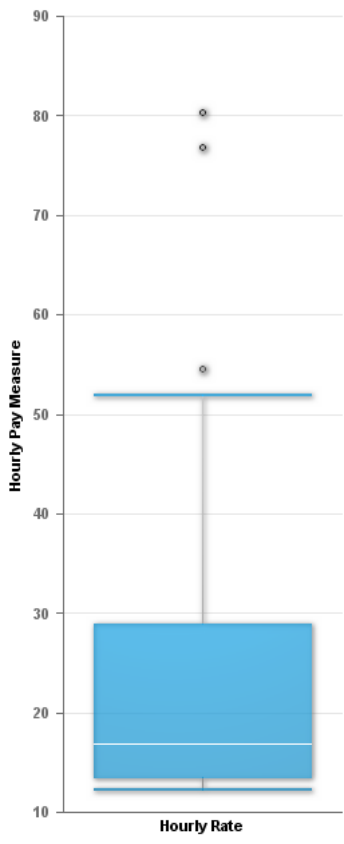
Female Median Bonus:  
 Male Median Bonus:  
 Female Median Bonus Difference:  
 Median GPG bonus %: %



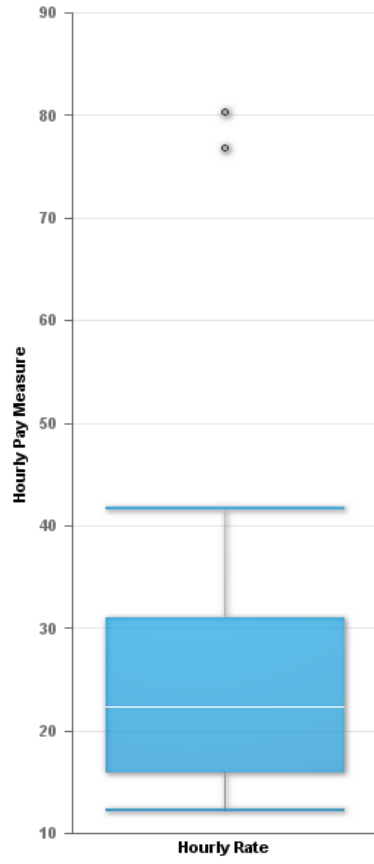
### Metric 6: Proportion of Males and Females in Qu

	No Employees	No Female	No Male	% Female	% Male
Lower Quarti	100	93	7	93%	7%
Lower Middle	91	83	8	91.21%	8.79%
Upper Middle	81	66	15	81.48%	18.52%
Upper Quarti	81	62	19	76.54%	23.46%

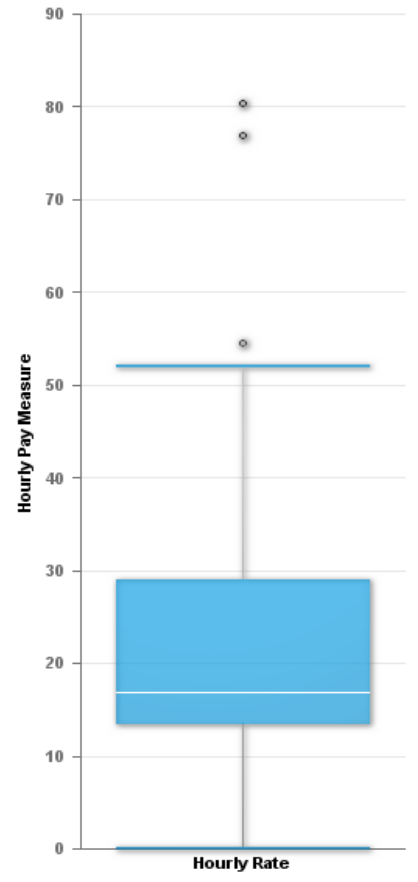
### All Employees



### Males

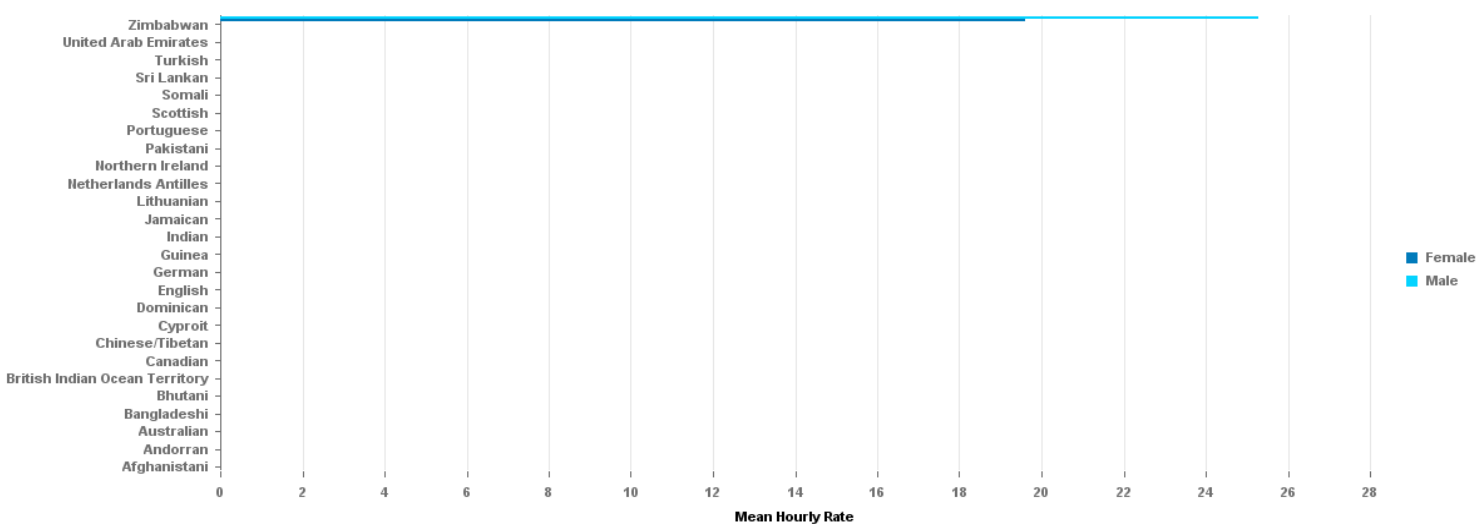


### Females



# Gender Pay within our Organisation

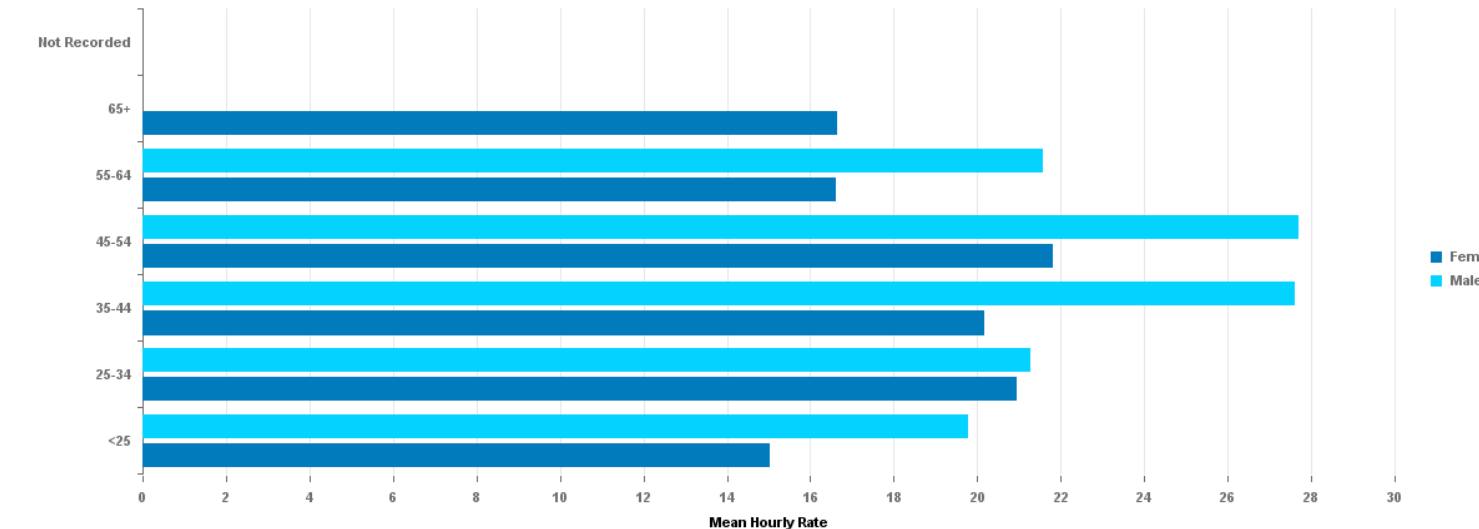
## Mean Hourly Rate by Nationality



## Median Bonus by Religion

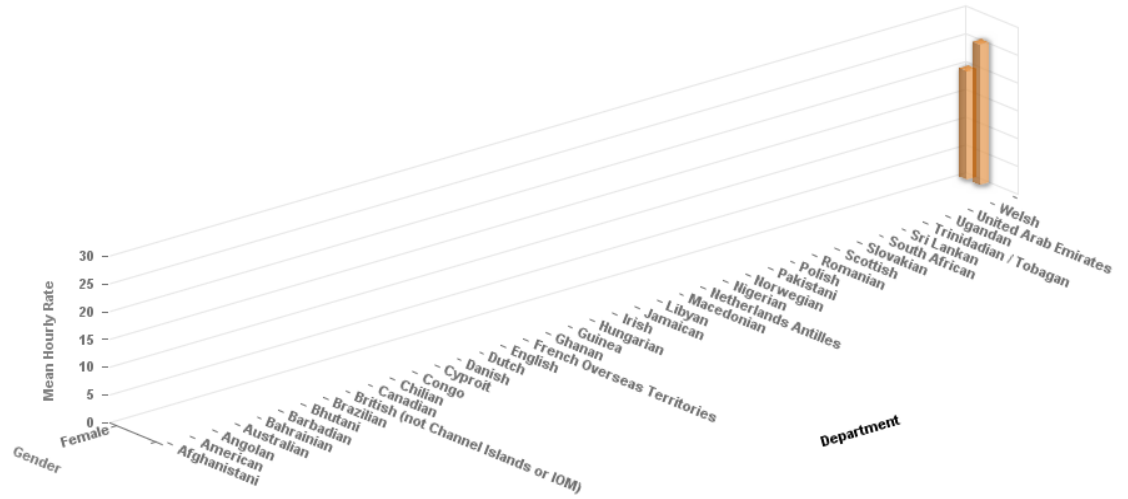


## Mean Hourly Rate by Age Band



## Mean Gender Pay by Nationality

Nationality	Mean Hourly Pay
Afghanistani	
Algerian	
American	
Andorran	
Angolan	
Argentinian	
Australian	
Austrian	
Bahrainian	
Bangladeshi	
Barbadian	
Belgian	
Bhutani	
Bosnian	
Brazilian	
British Indian Ocean Territory	
British (not Channel Islands or IOM)	
Bulgarian	
Canadian	
Channel Islander	
Chilian	New Zealander
Chinese/Tibetan	Nigerian
Congo	Northern Ireland
Croatian	Norwegian
Cyprot	Not Known
Czech	Pakistani
Danish	Philippino
Dominican	Polish
Dutch	Portuguese
Ecuador/Galapagos	Romanian
English	Russian
French Overseas Depts	Scottish
French Overseas Territories	Serbian
German	Slovakian
Ghanan	Somali
Greek	South African
Guinea	Spanish
Hong Kong	Sri Lankan
Hungarian	Swedish
Indian	Trinidadian / Tobagan
Irish	Turkish
Italian	Ugandan
Jamaican	Ukrainian
Latvian	United Arab Emirates
Libyan	Vietnamese
Lithuanian	Welsh
Macedonian	Zimbabwean
Mexican	20.4076161
Netherlands Antilles	<b>Average</b> 20.4076161



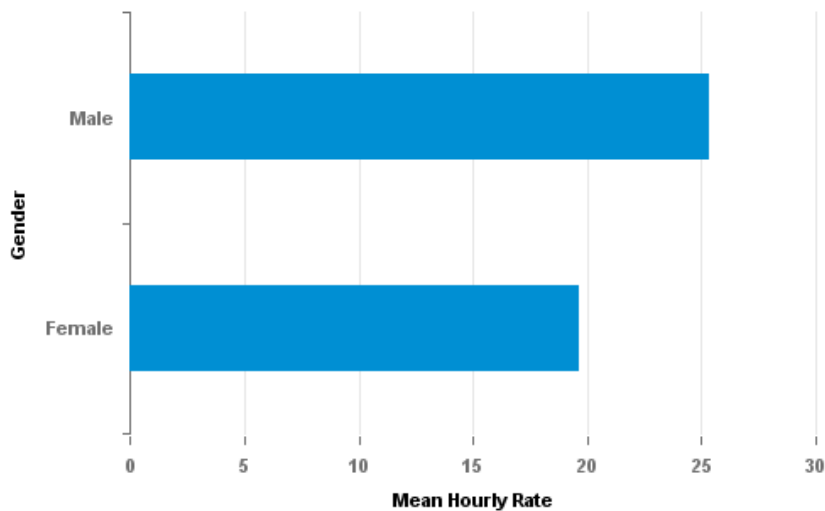
# Gender Pay within our Organisation

## Women's hourly rate is

# 22.56%

**LOWER**

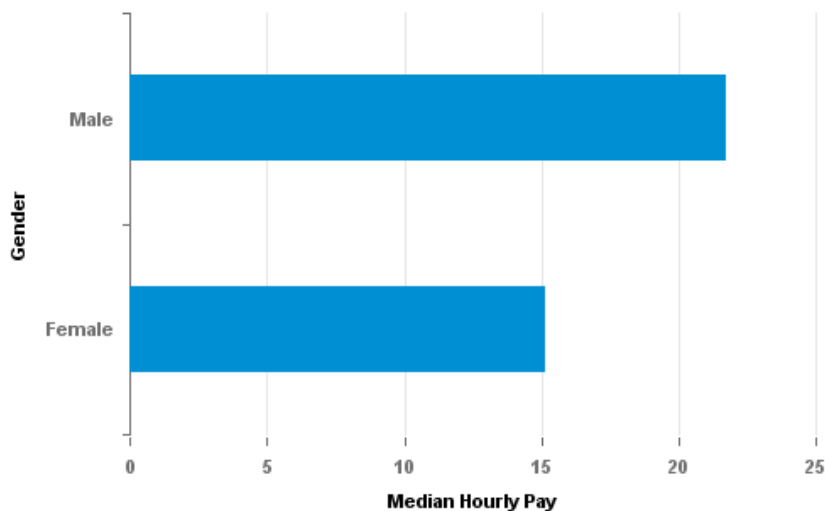
(mean)



# 30.44%

**LOWER**

(median)

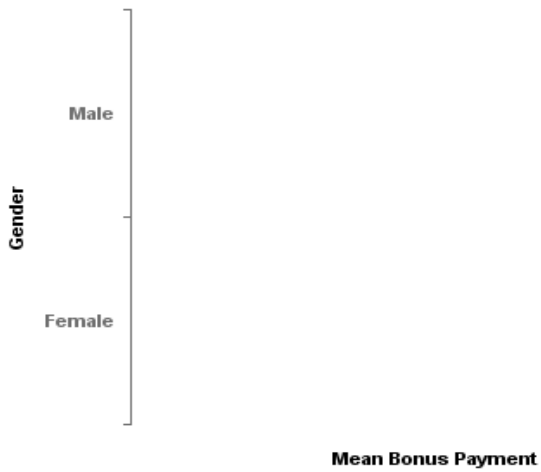


## Women's bonus pay is

**%**

**HIGHER**

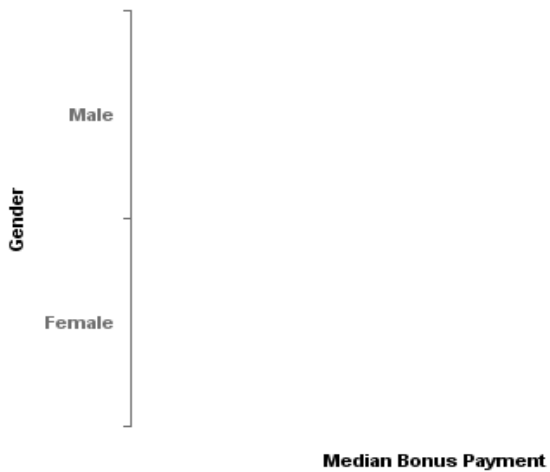
(mean)



**%**

**HIGHER**

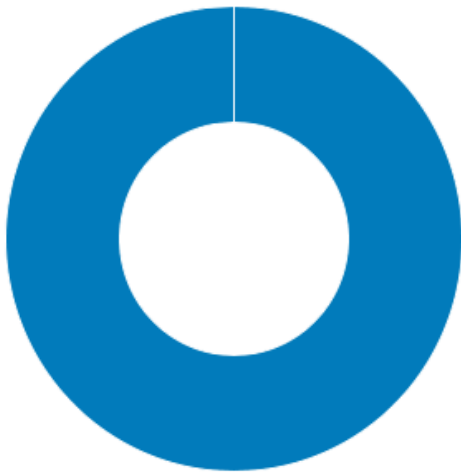
(median)



## Who received bonus pay

0%

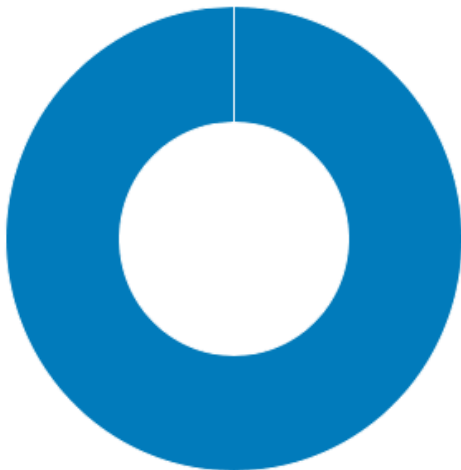
OF MEN



■ No Bonus

0%

OF WOMEN



■ No Bonus

## Pay quartiles

How many men and women are in each quarter of the employer's payroll.

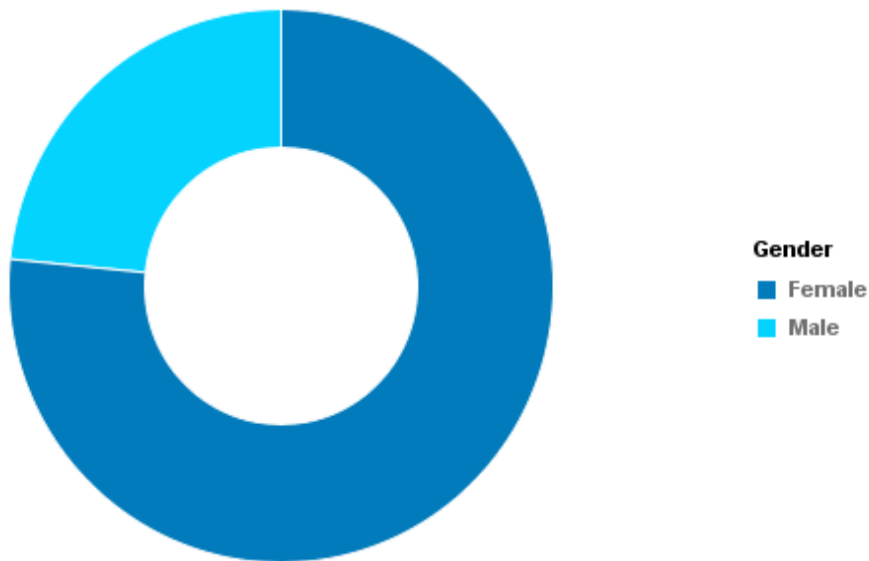
Top quartile

**23.46%**

**MEN**

**76.54%**

**WOMEN**



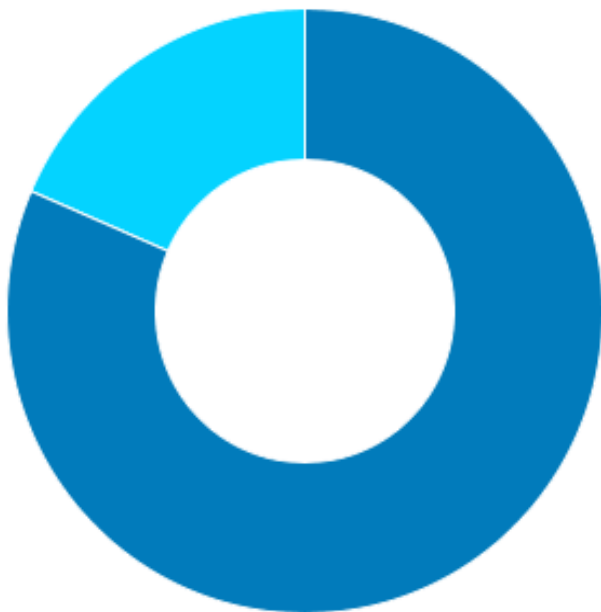
Upper middle quartile

**18.52%**

**MEN**

**81.48%**

**WOMEN**



**Gender**  
■ Female  
■ Male

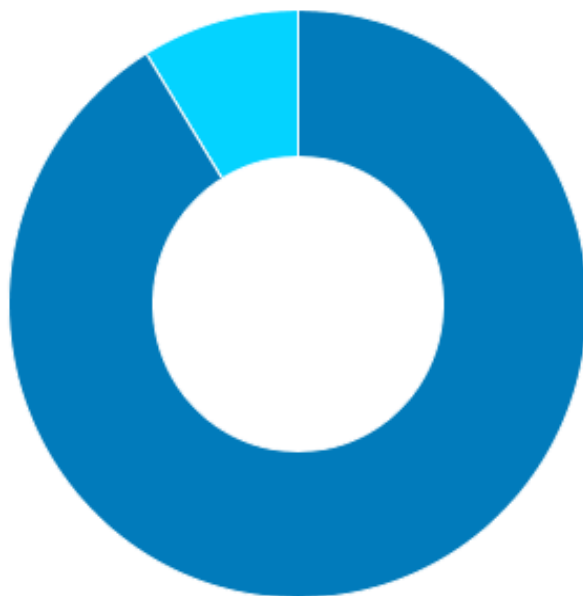
Lower middle quartile

8.79%

MEN

91.21%

WOMEN



Gender

■ Female

■ Male

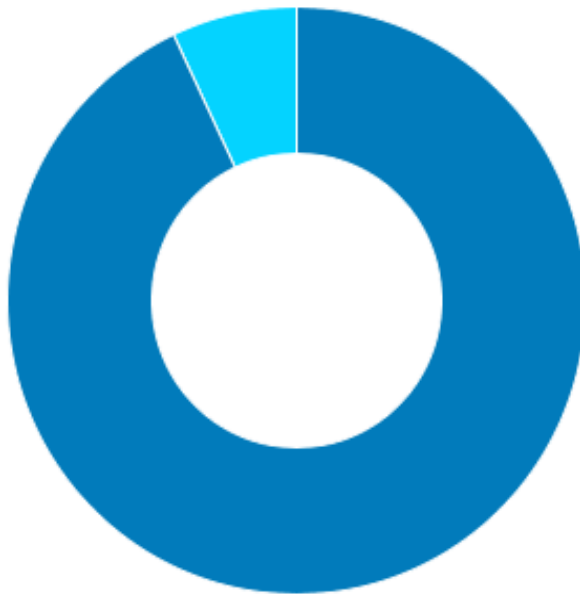
Lower quartile

7%

MEN

93%

WOMEN

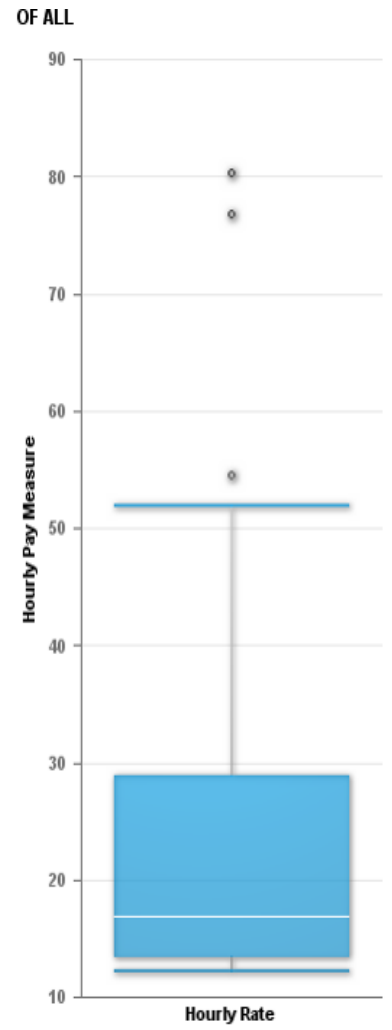
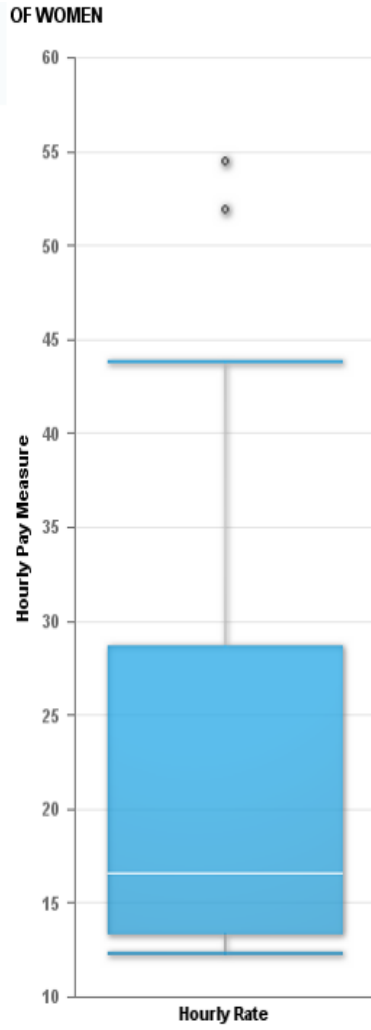
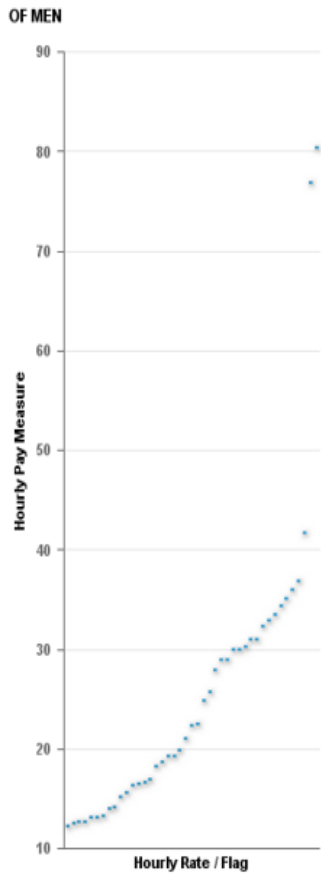


Gender

■ Female

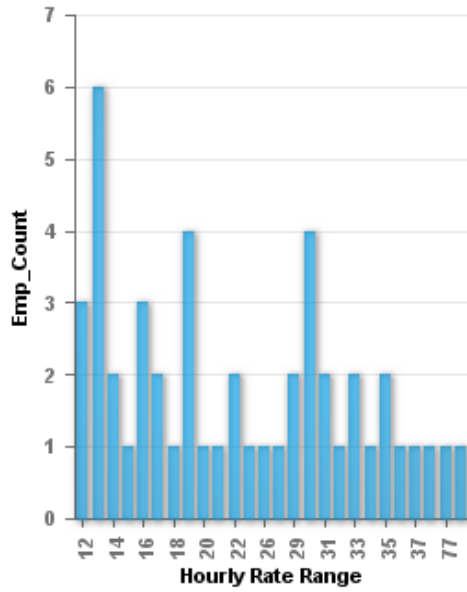
■ Male

# Hourly Pay Box Plots

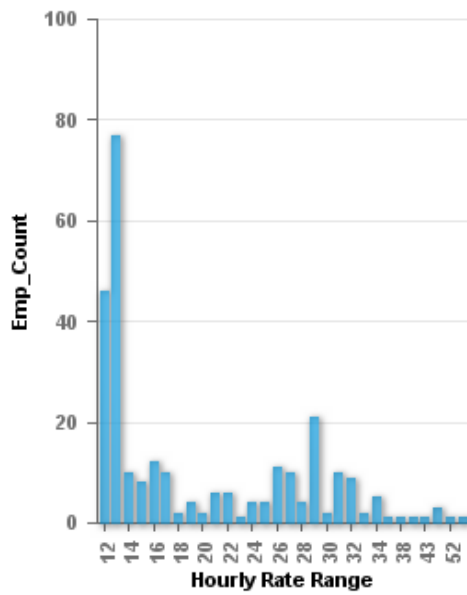


# Hourly Pay Histograms

OF MEN



OF WOMEN



OF ALL

