

The Spire Church of England Learning Trust

Gender Pay Gap Report 2025 - 2026

This report has been created from data provided by the Trust's payroll providers with a snapshot date of 5th April 2026 and a reporting year date of 2025 to 2026.

It is reviewed on an annual basis as soon as the information is made available by our payroll provider.

Reviewed: July 2026
Ratified: September 2026
Next Review: July 2027

In collaboration with



Foreword

The Spire Church of England Learning Trust is committed to promoting equality, diversity and inclusion across all areas of our workforce. We recognise the importance of Gender Pay Gap reporting in helping us understand the composition of our workforce and the factors that influence pay outcomes.

This year's report shows a reduction in both the mean and median gender pay gap compared with the previous reporting year. While this represents positive progress, we recognise that further work is required to address the factors that contribute to the gap and to ensure all employees have access to opportunities for development and progression.

We remain committed to creating an inclusive working environment where individuals are valued, supported and rewarded fairly, regardless of gender.

Mr S P Cox
Chief Executive Officer

1. Introduction

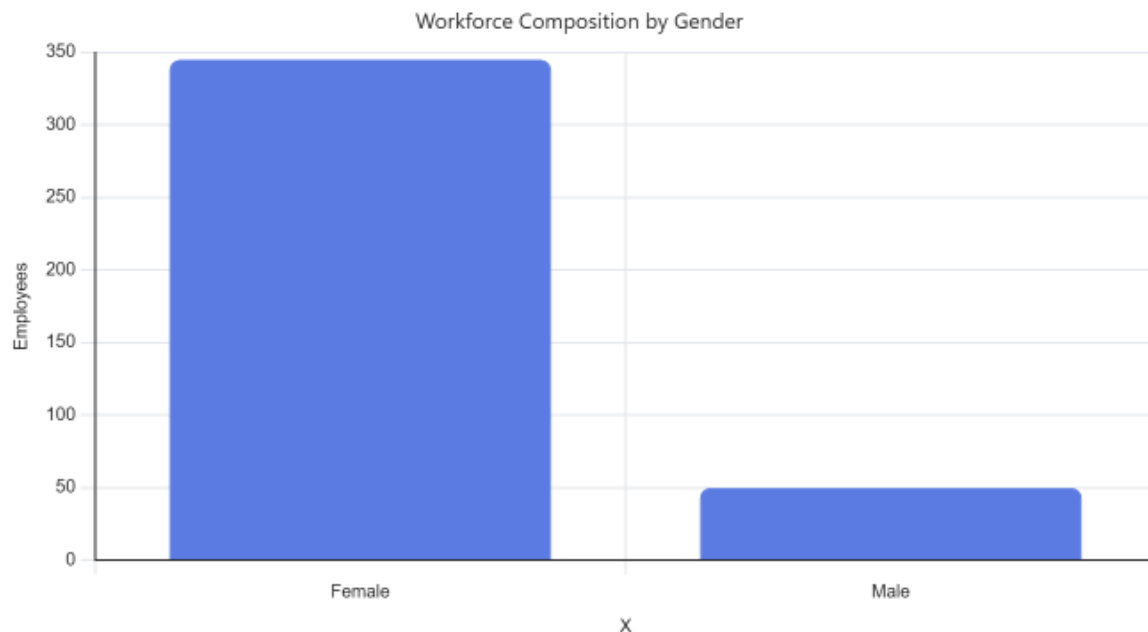
This report presents the organisation's Gender Pay Gap information for the reporting year 2025/2026, based on the statutory snapshot date of 5 April 2026. It has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Gender pay gap reporting measures the difference in average earnings between men and women across the workforce. It differs from equal pay, which relates to men and women receiving equal pay for carrying out the same or equivalent work.

This report sets out the organisation's statutory gender pay gap calculations, examines the factors contributing to the reported figures, and highlights progress made since the previous reporting year. It also demonstrates the organisation's ongoing commitment to equality of opportunity, fair reward, and career progression for all employees.

2. Workforce Profile

A total of 395 employees were included in the gender pay gap analysis. The workforce is predominantly female, with women representing 87.3% of employees and men representing 12.7%.



- Total employees analysed: 395
- Female employees: 345 (87.3%)
- Male employees: 50 (12.7%)

Gender	Number of Employees	Percentage of Workforce
Female	345	87.3%
Male	50	12.7%
Total	395	100.0%

The workforce is predominantly female, particularly within Support roles, with women representing the significant majority of employees. As male employees make up only 12.7% of the workforce, a relatively small number of higher-paid male employees can have a noticeable impact on the mean and median gender pay gap calculations. However, the analysis indicates that the gender pay gap is primarily driven by workforce structure, occupational segregation and the distribution of employees across pay levels, rather than workforce size alone.

3. Gender Pay Gap (Hourly Pay) Calculations

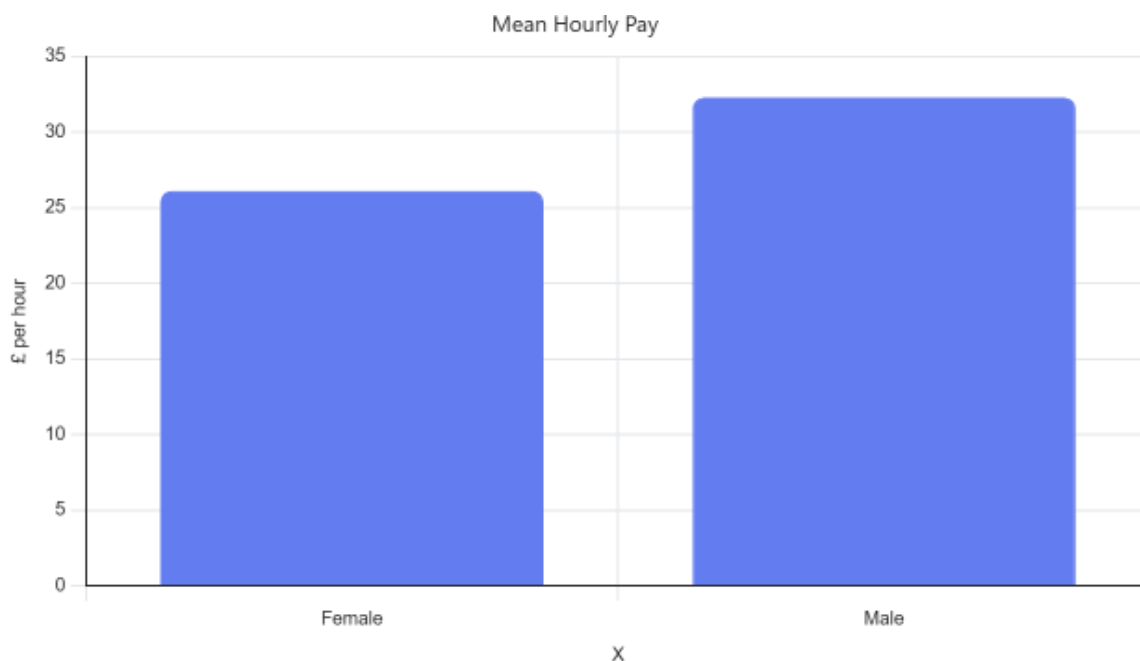
The organisation's gender pay gap calculations are based on ordinary hourly pay for all relevant employees as at the snapshot date of 5 April 2026. The mean gender pay gap measures the difference between average hourly earnings for men and women, while the median gender pay gap measures the difference between the middle hourly pay values for each gender. Together, these measures provide an overview of pay distribution across the workforce.

Mean (Average) Gender Pay Gap

The mean gender pay gap shows that, on average, female employees earn 19.1% less per hour than male employees across the organisation.

Gender	Mean Hourly Pay
Female	£26.12
Male	£32.28
Mean Gender Pay Gap	19.1%

- Female mean hourly pay: £26.12
- Male mean hourly pay: £32.28
- Mean gender pay gap: 19.1%

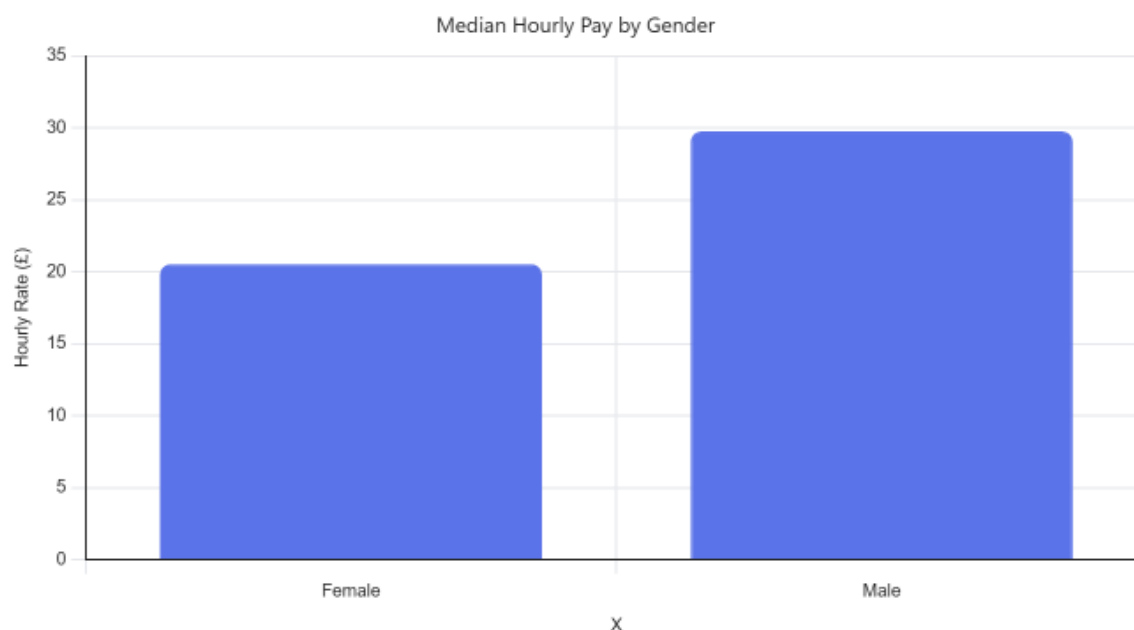


The organisation reports a mean gender pay gap of 19.1%, compared with 29.3% in the previous reporting year. This improvement reflects positive progress in reducing the overall difference in

average earnings between male and female employees; however, workforce structure and representation within higher-paid roles remain key factors influencing the gender pay gap.

Median Gender Pay Gap

The median gender pay gap is significantly higher than the mean gap, indicating that differences in typical earnings are substantial and reflect the distribution of employees across the workforce.



- Female median hourly pay: £20.54
- Male median hourly pay: £29.77
- Median gender pay gap: 31.0%

The median hourly pay for female employees is £20.54, compared with £29.77 for male employees, resulting in a median gender pay gap of 31.0%. The higher median gap indicates that differences in typical earnings remain more pronounced than differences in average earnings

Measure	Value
Female Median Hourly Pay	£20.54
Male Median Hourly Pay	£29.77
Median Gender Pay Gap	31.0%

The charts show that male employees have higher average and median hourly earnings than female employees. While the workforce remains predominantly female, men are proportionately more represented in higher-paid roles and pay quartiles, contributing to both the mean and

median gender pay gaps. The reduction in the gap compared with the previous reporting period suggests some improvement; however, workforce structure and occupational segregation remain key factors influencing the organisation's gender pay outcomes.

Gender Pay Gap Comparison

Measure	Pay Gap
Mean Gender Pay Gap	19.1%
Median Gender Pay Gap	31.0%

The median gender pay gap (31.0%) is higher than the mean gender pay gap (19.1%), indicating that women are more concentrated in lower-paid roles and pay bands across the organisation. This suggests that workforce structure and the distribution of employees across pay levels are key factors contributing to the gender pay gap.

4. Bonus Pay Gap

No bonus payments were made during the reporting period.

Measure	Result
Mean Bonus Pay Gap	0%
Median Bonus Pay Gap	0%
Female Employees Receiving Bonus	0%
Male Employees Receiving Bonus	0%

Accordingly, the organisation reports:

- Mean bonus pay gap: 0%
- Median bonus pay gap: 0%
- Proportion of females receiving a bonus: 0%
- Proportion of males receiving a bonus: 0%

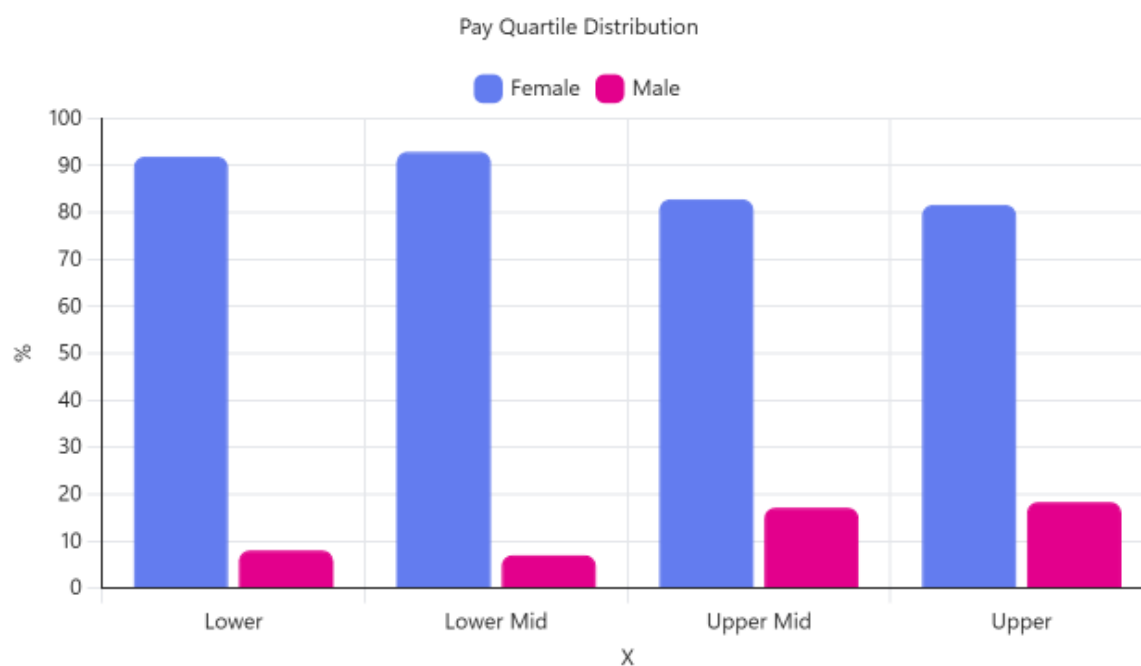
As no bonuses were paid during the reporting period, bonus payments do not contribute to the organisation's gender pay gap.

5. Pay Distribution (Quartiles)

Employees are divided into four equal groups based on hourly pay.

The pay quartile analysis shows that women represent the majority of employees across all four pay quartiles. Female representation ranges from 91.9% in the Lower Quartile to 81.6% in the Upper Quartile, reflecting the overall workforce profile in which women account for the majority of employees.

Male representation increases progressively through the pay distribution, rising from 8.1% in the Lower Quartile and 7.1% in the Lower Middle Quartile to 17.2% in the Upper Middle Quartile and 18.4% in the Upper Quartile



Pay Quartile	Female (%)	Male (%)
Lower	91.9%	8.1%
Lower Middle	92.9%	7.1%
Upper Middle	82.8%	17.2%
Upper	81.6%	18.4%

Women make up the majority of employees in all four pay quartiles, ranging from 91.9% in the Lower Quartile to 81.6% in the Upper Quartile. Male representation increases across the pay distribution, from 8.1% in the Lower Quartile to 18.4% in the Upper Quartile. Although women remain the largest group in every quartile, the higher proportion of men within the upper pay quartiles indicates that men are more heavily represented in higher-paid positions. This pattern contributes to the organisation's overall gender pay gap.

6. Breakdown by Role Type

Average Hourly Pay by Category

Role Category	Average Hourly Pay (£)
Support	£19.42
Teaching	£41.61

Teaching roles have a higher average hourly pay (£41.61) than Support roles (£19.42). As women are more heavily represented in Support roles and men are proportionately more represented in higher-paid Teaching roles, the distribution of employees across these categories contributes to the organisation's overall gender pay gap.

7. Trend Analysis

Comparison with the previous reporting year indicates a notable reduction in both the mean and median gender pay gaps.

Metric	2024/25 Report	2025/26 Data	Change
Mean Gender Pay Gap	29.3%	19.1%	-10.2 percentage points
Median Gender Pay Gap	46.6%	31.0%	-15.6 percentage points
Female Workforce Representation	87.0%	87.3%	Stable
Male Workforce Representation	13.0%	12.7%	Stable

The mean gender pay gap has reduced from 29.3% in 2024/25 to 19.1% in 2025/26, representing an improvement of 10.2 percentage points. Similarly, the median gender pay gap has reduced from 46.6% to 31.0%, an improvement of 15.6%.

The gender composition of the workforce has remained broadly unchanged, with women continuing to represent approximately 87% of employees and men approximately 13%. This suggests that the reduction in the gender pay gap is more likely to reflect changes in the distribution of pay and roles across the workforce rather than significant changes in workforce gender balance.

While the pay gap remains significant, the year-on-year improvement indicates progress towards a more balanced pay distribution. Continued monitoring of progression opportunities, recruitment practices and representation within higher-paid roles will be important to ensure this positive trend is maintained

8. Key Drivers of the Gender Pay Gap

The analysis indicates that the organisation's gender pay gap is largely influenced by workforce composition and the distribution of employees across roles and pay levels, rather than workforce representation alone.

1. Workforce Structure

Women represent 87.3% of the workforce and are more heavily concentrated in lower paid Support roles, while men have greater representation in higher paid Teaching roles.

2. Occupational Segregation

Teaching roles have a higher average hourly pay (£41.61) than Support roles (£19.42), making the distribution of employees across these categories a significant factor in the gender pay gap.

3. Pay Distribution

Women make up the majority of employees in all pay quartiles, however, male representation increases from 8.1% in the Lower Quartile to 18.4% in the Upper Quartile, indicating a greater concentration of men in higher paid positions.

4. Progression and Seniority

The higher proportion of men within the upper pay quartiles suggests that progression into higher paid and more senior roles continues to contribute to the organisation's overall gender pay gap.

9. Understanding the Results

Despite women making up the majority of the workforce (87.3%), the organisation reports:

- A mean gender pay gap of 19.1%.
- A median gender pay gap of 31.0%.

Although women represent most of the workforce, they are more heavily concentrated in lower-paid Support roles, while men are proportionately more represented within higher-paid Teaching roles and the upper pay quartiles. As a result, the gender pay gap reflects workforce structure, occupational segregation and the distribution of employees across pay levels, rather than overall workforce representation alone.

The higher median pay gap compared with the mean pay gap indicates that differences in typical earnings remain more pronounced than differences in average earnings, highlighting the impact of employee distribution across the organisation's pay structure.

10. Actions and Commitments

The organisation is committed to promoting equality of opportunity and reducing barriers to progression.

The organisation will continue to:

- Review recruitment and promotion practices to ensure equality of opportunity.
- Monitor the gender composition of higher paid and leadership positions.
- Encourage career development and progression opportunities across all employee groups.
- Continue to monitor gender pay gap data annually and identify opportunities for improvement.
- Support workforce development and succession planning arrangements.
- Review workforce trends and pay distribution to better understand the factors influencing the gender pay gap over time.

Through these actions, the organisation aims to create an inclusive working environment where all employees have fair access to development, progression and reward, regardless of gender.

11. Methodology

The calculations contained within this report have been prepared using the methodology prescribed by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The report includes:

- Mean gender pay gap.
- Median gender pay gap.
- Mean bonus pay gap.
- Median bonus pay gap.
- Proportion of males and females receiving bonus payments.
- Gender distribution across each pay quartile

As no bonus payments were made during the reporting period, the bonus pay gap calculations and bonus participation measures are reported as zero.

12. Conclusion

This report confirms a mean gender pay gap of 19.1% and a median gender pay gap of 31.0%. The analysis indicates that workforce structure, occupational segregation and representation at higher pay levels are the principal factors contributing to the organisation's gender pay gap. While the organisation has seen a reduction in both measures compared with the previous reporting year, it remains committed to continuing its efforts to promote equality of opportunity and reduce barriers to progression.

13. Closing Statement

The organisation recognises that its gender pay gap remains significant, with a mean pay gap of 19.1% and a median pay gap of 31.0%. Analysis indicates that these differences are primarily driven by the distribution of employees across occupational groups and pay levels, rather than by gender representation alone. Women continue to make up the majority of the workforce (87.3%), particularly within lower-paid Support roles, while men are proportionately more represented within higher-paid Teaching roles and the upper pay quartiles.

The organisation is committed to fostering an inclusive workplace where all employees have equal access to career development, progression opportunities and fair reward. We will continue to monitor our workforce profile, review employment practices and take action where appropriate to support greater representation across all levels of the organisation. Through

ongoing analysis and targeted initiatives, we aim to further understand and address the factors contributing to the gender pay gap over time.

We are encouraged by the positive year-on-year reduction in both the mean and median gender pay gap and remain committed to building on this progress. Through continued monitoring, workforce development and initiatives that promote equality of opportunity and career progression, the Trust will continue to work towards a more balanced representation across all levels of the organisation.