

## Spencer Academies Trust Gender Pay Gap Report 2025

The Spencer Academies Trust is a multi-academy trust with schools across the East Midlands with a strategic focus on Nottingham and Derby. The results obtained in Spencer schools reflect our status as a high-performing regional Trust with a national reputation which delivers on our commitment to be an exceptional regional trust with a national reputation for excellence.

Our academies are as diverse as the communities they serve, but we have the important things in common. We put children and young people at the heart of all we do. We strive for excellence. We have high expectations of everyone that comes through our doors, and we love nothing more than seeing them succeed.

Since 2011 together, across our academies and teaching school alliance we have developed a growing family of schools which makes a difference for over 18000 children and young people across the East Midlands.

### **Our Mission**

Our Mission is to provide high quality education and deliver the best possible outcomes for children and young people.

### **Vision**

The Spencer Academies Trust is an exceptional trust, which provides an outstanding education for local children.

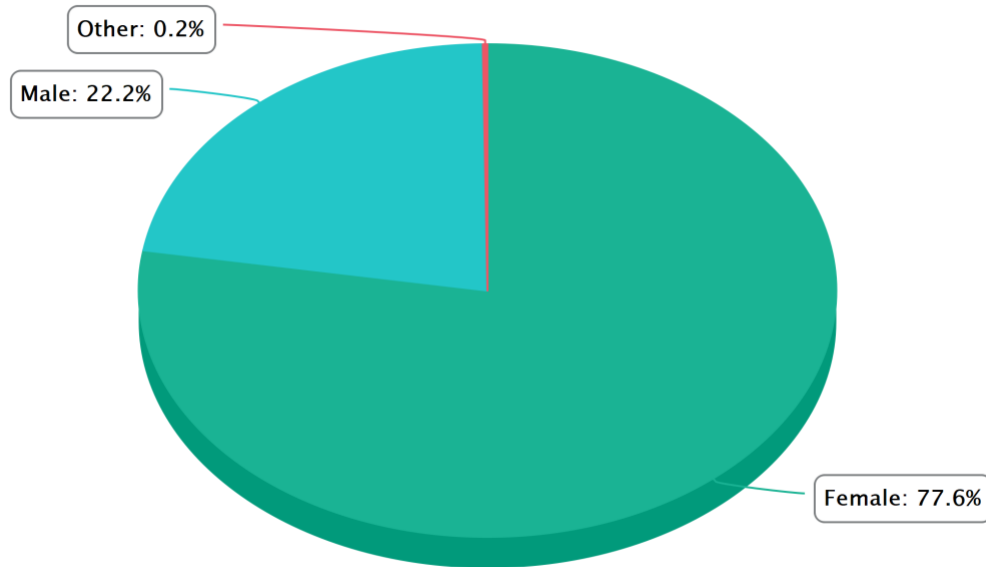
As Spencer Academies Trust employs more than 250 people, we are required, by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, to publish an annual gender pay gap report showing the difference in average female earnings compared to average male earnings. To provide the data, we have used our existing payroll records. Under the Regulations there is a requirement to report on the following 6 measures:

- 1) The difference in the mean pay of full pay men and women expressed as a percentage
- 2) The difference in median pay of full pay men and women expressed as a percentage
- 3) The difference in mean bonus pay of full pay men and women expressed as a percentage
- 4) The difference in median bonus pay of men and women expressed as a percentage
- 5) The proportion of men and women who received bonus pay and
- 6) The proportion of full pay men and women in each of four quartile bands

In the snapshot date of 31<sup>st</sup> March 2025, the employee numbers, in scope of the report are:

### **Employee Numbers**

Total Number of Employees:	2878
Number of Female Employees:	2317
Number of Male Employees:	655



\*The calculations in the rest of this report only include employees with salaries

#### Mean Gender Hourly Pay Gap

Mean Female Hourly Pay	£19.66
Mean Male Hourly Pay	£23.56
Mean Gender Hourly Pay Gap	16.5%

#### Median Gender Hourly Pay Gap

Median Female Hourly Pay	£16.31
Median Male Hourly Pay	£22.50
Median Gender Hourly Pay Gap	27.5%

### Mean Gender Bonus Pay Gap

Mean Female Bonus Pay	£0
Mean Male Bonus Pay	£0
Mean Gender Bonus Pay Gap	0%

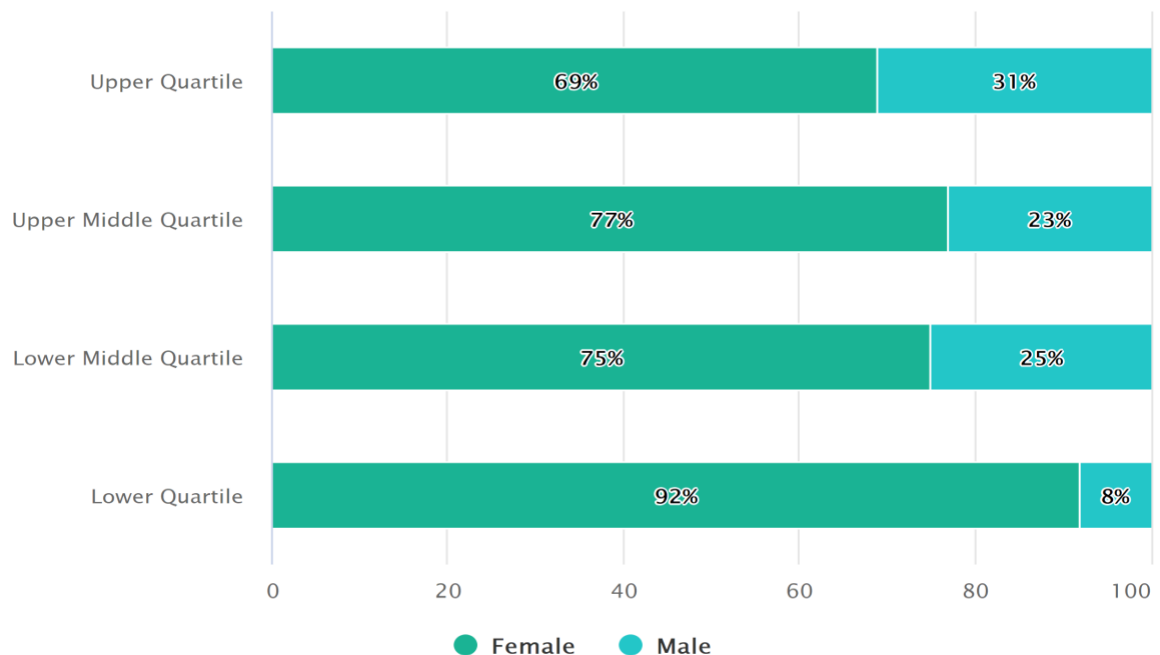
### Median Gender Bonus Pay Gap

Median Female Bonus Pay	£0
Median Male Bonus Pay	£0
Median Gender Bonus Pay Gap	0%

### Proportion of Females and Males receiving bonuses

Proportion of Females receiving bonuses	0%
Proportion of Males receiving bonuses	0%

### Proportion of Females and Males in each quartile pay band



## Gender Pay Statement

At the data capture date of 31<sup>st</sup> March 2025, the Spencer Academies Trust comprised of:

- 8 secondary academies
- 19 primary academies including 1 primary special academy and 6 free schools
- Central Services Academy Improvement Teams

As a multi academy trust we are aware that most of our catering, administration and midday support professionals are female, and these roles tend to be the lowest paid within the organisation. In addition, many part-time and flexible working arrangements are typically undertaken by women in our trust. Spencer Academies Trust is committed to ensuring that recruitment and selection is undertaken in a fair and transparent way and that appointments are based on the candidate judged to be the most suitable regardless of gender.

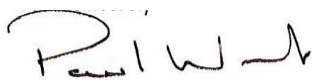
All employees working in a post within our existing staffing structures are paid on a pay grade. We use pay scales for all teachers that are based on the School Teachers' Pay and Conditions document. For education support professionals, we use pay scales based on the NJC (National Joint Council for Local Government Services). All employees progress through the grade range for their role based on automatic progression. A robust professional performance review process is in place to assess performance outcomes irrespective of gender.

We are further aware that job roles play a big part in the gender pay gap for our trust and we continue to support gender diversity through our equality, diversity and inclusion and safer recruitment policies to ensure we attract and develop the best people at all levels of our organisation. The trust will continue to develop its leadership and development programmes for aspiring middle and senior leaders.

The Trust Board of Directors have reviewed this data and will continue to support initiatives across the Trust to have a positive impact on our gender pay gap figures and ensure that our employees continue to have opportunities to develop and reach their full potential. We will continue to strive to make progress on reducing the gender pay gap further over the forthcoming year.

Spencer Academies Trust Gender Pay Gap report has been published on the trust website [Spencer Academies Trust - Finance](#) and on the Government website <https://gender-pay-gap.service.gov.uk>

I confirm that the information in this statement is accurate



Paul West  
Chief Executive Officer

