Gender Pay Gap Report 2026

Introduction

Established in 2011, Spencer Academies Trust has built a strong reputation for teaching excellence and high performance. Our mission is simple and unwavering: to provide an exceptional education for local children and to deliver the best possible outcomes for all young people. We are united by a shared vision to be an exceptional educational trust that provides an outstanding education for local children, unlocking their potential regardless of background.

Almost 19,000 children and young people attend our academies, supported by over 2,900 talented colleagues. We currently have 18 primary academies, eight secondary academies and one primary-aged special school plus our Central Team. Spencer is also a registered provider of apprenticeships, leads the Derby Research School and is designated as a Regional Teaching School Hub, enabling us to contribute to system-wide improvement beyond our own schools.

Our academies are as diverse as the communities they serve, but all have 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.

During our One Spencer journey, guided by our values of Aspiration, Partnership and Responsibility, we remain committed to strengthening our culture, championing excellence and ensuring every member of our Trust community flourishes. Spencer Academies Trust is committed to equality, diversity and inclusion, and to ensuring that our pay practices are fair and transparent. This Gender Pay Gap Report sets out our statutory gender pay gap figures and provides context on the factors that influence them, alongside the actions we are taking to reduce any gap over time.

About this report

The gender pay gap shows the difference between the average earnings of men and women across an organisation. It is different from equal pay, which relates to pay differences between men and women doing the same or similar work. The figures in this report are based on hourly pay and bonus pay calculated in line with the UK Gender Pay Gap Reporting Regulations, using the relevant snapshot date and pay period (as applicable). Unless stated otherwise, the calculations cover employees who meet the regulatory definition of "full-pay relevant employees"; individuals without full pay in the pay period (for example due to certain types of leave) are excluded from the hourly pay gap calculations.

The data used is taken from a snapshot date of 31 March 2026.

Gender Pay Gap Report 2026

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 to show the pay gap between female and male colleagues. To provide the data, we have used our existing payroll records. We report on 4 areas (mean and median, bonus pay gap, difference in male and female employees within four equal pay quartiles).

Executive summary

Total employees: 2,952 (2,290 female; 655 male).

- Mean gender hourly pay gap: 15.6%.
- Median gender hourly pay gap: 28.1%.

Mean pay gap

- 2024: 19.5%
- 2025: 16.5%
- 2026: 15.6%

What this shows: The **mean pay gap has reduced each year**:

- From **2024 to 2025**, it fell by **3.0 percentage points**
- From **2025 to 2026**, it fell by **0.9 percentage points**
- Overall, from **2024 to 2026**, it fell by **3.9 percentage points**

The mean looks at the **average hourly pay** of all men and all women. Because it uses every salary in the calculation, it is **more affected by higher earners**.

The downward trend suggests that the difference in average hourly pay between men and women is **narrowing**, which may indicate a more balanced distribution of higher-paid roles and/or changes in our workforce composition over time.

Median pay gap

- 2024: 32.3%
- 2025: 27.5%
- 2026: 28.1%

What this shows: The **median pay gap improved overall**, but not in a straight line:

- From **2024 to 2025**, it fell by **4.8 percentage points**
- From **2025 to 2026**, it **increased slightly** by **0.6 percentage points**
- Overall, from **2024 to 2026**, it fell by **4.2 percentage points**

The median compares the **middle-paid woman** with the **middle-paid man**. It is less affected by very high or very low earners, so it often gives a better picture of the **typical pay experience**.

The figures suggest that, although the overall position is better than in 2024, the pay gap for the typical middle earner **widened slightly in 2026 compared with 2025**. This may reflect small shifts in where men and women are distributed across roles or grades around the midpoint of our Trust.

Overall interpretation

- Both the **mean** and **median** gaps are **lower in 2026 than in 2024**, which indicates **overall progress**.
- The **mean gap** has improved consistently year on year.
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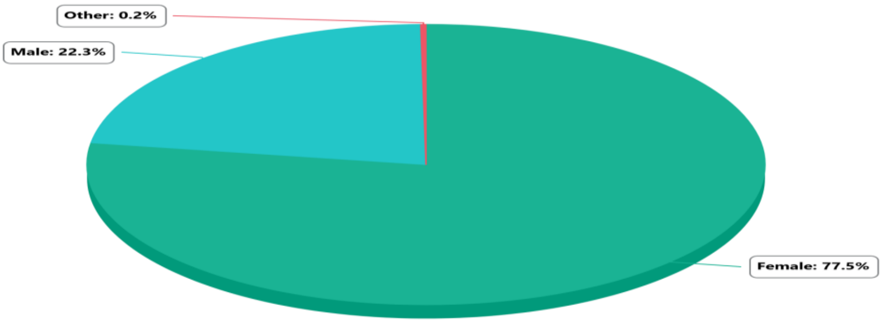
- The **median gap** improved strongly between 2024 and 2025, but then **edged up slightly in 2026**, suggesting that progress is **not yet consistent across all parts of the workforce**.
- The fact that the **median gap remains higher than the mean gap** in all three years suggests that the gap is particularly noticeable around the middle of the pay distribution, which may reflect the concentration of women in lower- to mid-paid roles.

Spencer Academies Trust is committed to fair and transparent pay. Our 2026 Gender Pay Gap Report shows that, while men's average hourly pay is currently higher than women's across the Trust, this is mainly linked to the types of roles held by men and women across the organisation, rather than unequal pay for the same work. No bonuses were paid during the reporting period. We will continue to review our data, recruitment, progression and leadership opportunities to better understand the gap and take practical steps to reduce it over time.

Employee Numbers

In the snapshot date of 31 March 2026, the employee numbers in scope of the report are:

Total Number of Employees: 2,952
Number of Female Employees: 2,290
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	£20.24
Mean Male Hourly Pay	£23.96
Mean Gender Hourly Pay Gap	15.6%

Median Gender Hourly Pay Gap

Median Female Hourly Pay	£16.82
Median Male Hourly Pay	£23.40
Median Gender Hourly Pay Gap	28.1%

Mean Gender Bonus Pay Gap

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

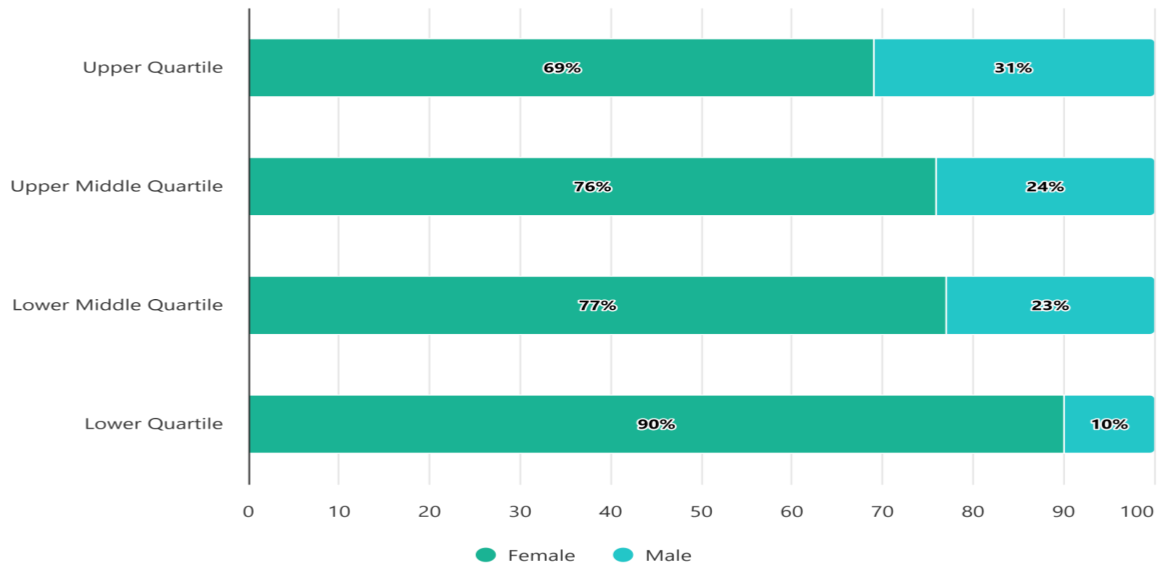
Median Gender Bonus Pay Gap

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



Understanding our gender pay gap

As a multi-academy trust, our workforce includes a wide range of roles across teaching, leadership, and professional services. Like many organisations in the education sector, our overall gender pay gap is influenced primarily by the distribution of men and women across different roles and pay grades, rather than differences in pay for the same role.

- Representation by role and grade: if a higher proportion of men are in higher-paid roles (for example, some senior leadership and specialist posts) and a higher proportion of women are in lower-paid roles, this can increase the pay gap even where pay rates within each role are set fairly. 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.

- **Working patterns:** part-time working is more common in some roles and can affect average hourly earnings where allowances or responsibilities are distributed differently across the workforce
- **Allowances and additional payments:** payments for additional responsibilities (for example, certain teaching and learning responsibilities or recruitment/retention allowances) can influence average hourly pay across groups.
- **Workforce changes over time:** recruitment, promotions, and turnover in any year can shift the balance of roles within pay quartiles. 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.

Actions and commitments

- **Recruitment and selection:** In line with the Equality Act 2010, continue to promote fair and inclusive recruitment practices, including structured shortlisting/interviewing and the use of consistent pay-setting processes using model staffing and grading structures. Skill-based assessment in recruitment where candidates perform tasks, they would be expected to perform in the role for which they are applying e.g. Teachers teaching or administrative staff carrying out computer/skills-based tasks. Structured interviews for recruitment and promotions where all candidates are asked the same questions in a predetermined order and format and salary ranges are communicated in all adverts.
- **My New Term**: A new applicant tracking system for recruitment has been implemented which has automated and streamed the recruitment process leading to increased transparency and improved data collection during the recruitment process.
- **Progression and development:** support career progression through access to professional development, coaching and leadership pathways, and transparent opportunities for advancement. Our leadership and middle leader development programmes support women with leadership potential to develop the skills and competencies to secure school leadership roles.
- **Flexible working:** encourage flexible and family-friendly working arrangements where operationally possible, to support retention and progression across the workforce.
- **Transparency in promotion, pay and reward processes:** a clearly outlined professional performance review process is communicated to all employees where objectives are set, and employees are clear about what is expected in the process. A dialogue about wellbeing, workload, aspirations and intentions are held during the cycle.
- **Pay and allowances:** regularly review the application of allowances and additional payments to ensure they are applied consistently and in line with policy.
- **Monitoring and accountability:** review gender pay gap data annually, monitor workforce composition across pay quartiles, and identify priority areas for targeted action.

Top 3 Priorities

To build on the actions and commitments set out above, the following next steps will help us deepen our understanding of the drivers of our gender pay gap and ensure our approach is measurable and sustained.

1. **Complete a diagnostic review:** analyse gender representation by role (teaching, leadership, support/professional services), grade/point, contract type (full-time/part-time) and academy/central team to identify the main contributors to the gap.
2. **Strengthen career pathways:** ensure development programmes, acting opportunities and talent pipelines are accessible and advertised consistently, with monitoring of participation and outcomes by gender. We will consider over the medium-term the need and feasibility of undertaking a whole Trust support staff job evaluation review.
3. **Review starting pay, progression and additional payments:** check how starting salaries, pay awards and progression decisions are applied in practice to confirm consistency across comparable roles. Review the allocation of allowances and additional responsibilities to ensure transparency and equitable access to opportunities that attract additional pay.

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 polices 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

Declaration

I confirm that the gender pay gap data contained in this report is accurate and has been calculated according to the requirements of the Gender Pay Gap Reporting Regulations.

Signed: Name: Kate Green

Role: Acting CEO Date: 16th July 2026