

THE GENDER PAY GAP 2025-2026

In compliance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Spark Education Trust is committed to promoting transparency and equality in the workplace. As part of our legal obligation, we are required to publish data on the gender pay gap within our organisation. This report outlines the differences in pay between male and female employees across the Trust, including both the mean and median gender pay gaps, the distribution of male and female employees across pay quartiles, and information on bonus pay disparities.

The current reporting requirement is as of 31 March 2025.

The overall gender pay gap is defined as the difference between the mean (average) or median (actual midpoint) hourly rate of pay of male and female employees.

The results of these statutory calculations are:

1. Mean Pay Gap

The difference between the mean hourly rate of pay that male and female full pay relevant employees receive is **16.60%**.

2. Median Pay Gap

The difference between the median hourly rate of pay that male and female full pay relevant employees receive is **40.22%**.

3. Mean Bonus Gap

No bonuses were paid to staff in the reporting period.

4. Medium Pay Gap

No bonuses were paid to staff in the reporting period.

5. The Proportion of males and females receiving a Bonus Payment

No bonuses were paid to staff in the reporting period.

6. The Proportion of males and females in each Quartile Pay Band

Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
17.58% Male 82.42% Female	26.02% Male 73.98% Female	27.66% Male 72.34% Female	27.33% Male 72.67% Female

Supporting Statement

The Trust is committed to ensuring equal opportunity and fair treatment for all employees, regardless of gender. This commitment is embedded in our transparent recruitment processes, our clear and consistently applied pay policy, and the professional development opportunities available across the organisation.

We remain confident that the Trust's gender pay gap does not arise from paying men and women differently for the same or equivalent work. Instead, the gap reflects the profile of roles within the Trust and the salaries associated with those roles, which is consistent with patterns seen across the wider education sector.

A significant proportion of our workforce is female, and many employees are positioned within the lower pay quartiles. This workforce composition has a substantial impact on the difference between average hourly rates for men and women. In addition, organisational decisions such as whether particular services are delivered in-house or outsourced can influence the distribution of roles and therefore the overall gender pay gap.

The Trust offers a wide range of family-friendly working arrangements, including part-time and flexible working options. These provisions are used by many employees, including senior female leaders, to support work-life balance. While these arrangements are an important part of our commitment to staff wellbeing, they can also affect gender pay gap calculations.

Overall, the Trust's gender pay gap primarily reflects the structure and composition of the workforce, rather than any inequality in pay for equal work.

I confirm that the above information has been prepared from our payroll data on the snapshot date and fairly represents the Gender Pay Gap information for Spark Education Trust.

Position: Louise Spellman - CEO

Signed: