



The above figures have been calculated as required by the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

The mean gender pay gap within Spring Trust has shown a consistent and positive downward trend over the past three reporting years.

Overall, the Trust has reduced its mean gender pay gap by **4.72 %** over the three-year period. This demonstrates sustained progress in narrowing the gap year on year.

The reduction suggests that steps taken to address pay disparity – such as improved recruitment practices, career progression opportunities, leadership development, and greater gender representation in higher-paid roles – are beginning to have measurable impact. While a gap remains, the consistent downward movement reflects ongoing commitment to achieving greater pay equity across the organisation.

While a gap remains due to primary education being a highly female orientated profession, the reduction suggests actions are being taken to improve gender balance across roles which are having a measurable impact.

The Trust will continue to monitor workforce composition and progression to ensure this positive trajectory is maintained and further improvements are realised in future reporting periods.

The median gender pay gap within the Trust has shown notable fluctuation over the past three reporting years.

Overall, the data indicates that the Trust's gender pay gap is sensitive to workforce composition and structural changes. The increase in 2024 appears to reflect a period of organisational change, while the reduction in 2025 suggests movement toward a more balanced pay distribution. Continued monitoring of recruitment, promotion, and leadership representation will be important to ensure sustained progress.

Bonus payments are limited in number and quantum and are only made exceptionally. In the period to 31 March 2025, no bonus payments were made.

Staff move through the pay scales for their grade based on a thorough and robust performance management process, meaning earnings are based on performance outcomes, irrespective of their gender. However, the greater incidence of career breaks and part-time working amongst the female population impact time spent in role.

The Spring Trust is an equal opportunities employer and supports fair treatment of staff irrespective of gender. The Trust believes that diverse organisations perform better and that improving gender balance in its employee population is vital to supporting the development of the children we work with and in providing a workplace where our people can reach their full potential.

The Trust is taking a number of active steps towards understanding, monitoring and addressing gender imbalance within its own employee population. We are looking in particular at how we can influence the gender balance within the pool of individuals entering the profession and joining our organisation as well as how our policies and processes impact employee progression and retention, including how our succession planning activities can impact gender balance at senior levels.