

Gender Pay Gap Report As of 31st March 2025

Aspire Learning Partnership is proud to be an equal pay employer, having strong regard to equal pay legislation and adhering to an equal pay practice. We continue to constantly review our policies and processes to promote fair and positive progression for our employees. All our posts are aligned to nationally agreed pay scales and our male and female staff are paid within the same pay band for the same job role or work of equivalent value.

We are required to publish an annual gender pay gap report. This looks at the difference between the average earnings of all male and female employees, irrespective of their role or seniority.

The gender pay gap is a high level, non-adjusted indicator of male and female earnings which is affected by workforce distribution and workforce make-up reflecting workforce composition rather than pay inequalities.

Currently the trust workforce consists of 73% female and 27% male employees (no change from 2024).

Proportion of male and female employees according to quartile pay bands

| | Quartiles | Lower | Lower Middle | Upper Middle | Upper |
|---------------|------------------|--------------|---------------------|---------------------|--------------|
| Female | 2024 | 79.84% | 79.67% | 67.48% | 66.67% |
| | 2025 | 77.52% | 81.25% | 70.31% | 66.41% |
| | | | | | |
| Male | 2024 | 20.16% | 20.33% | 32.52% | 33.33% |
| | 2025 | 22.48% | 18.75% | 29.69% | 33.59% |

The proportion of female staff is highest in the lowest pay quartiles which has a significant impact on gender pay. These posts mainly comprise of invigilation and lunchtime supervisory roles, for which it is historically rare to receive applications from male candidates.

Difference in mean and median hourly rates of pay

| Mean Pay | Female | Male | Differential |
|-----------------|---------------|-------------|---------------------|
| 2024 | £23.39 | £28.43 | 17.74% |
| 2025 | £24.39 | £29.51 | 17.34% |

| Median Pay | Female | Male | Differential |
|-------------------|---------------|-------------|---------------------|
| 2024 | £15.80 | £25.40 | 37.80% |
| 2025 | £16.97 | £27.97 | 39.33% |

No employees received bonus payments.

Julie Robinson, CEO