

2025 Gender Pay Gap Report

Jo Foster – Head of People and Culture
Linda Emery – Trustee Chair of People and Culture Committee

Spurgeons Gender Pay Gap on 5 April 2024

In 2017 the Government introduced a requirement that every organisation employing 250+ people must report a set of key data around gender and pay.

The calculation is based on a snapshot taken of the organisation; in the case of charities this is 5 April each year. Therefore, this report highlights some aspects of Spurgeons, and the methodology used that should be taken into consideration when reading the results.

Spurgeons has a clear pay and remuneration policy that seeks to live out our values of compassionate, fair and committed, recognising our colleagues as central to us living out our mission and realising our vision.

Before Reviewing the Results

At Spurgeons, we are committed to best employment practices and have zero tolerance for discrimination. It is important to clarify that the gender pay gap is not the same as unequal pay. Unequal pay refers to the unlawful practice of paying men and women differently for performing the same or similar work. In contrast, the gender pay gap measures the difference between the average hourly earnings of men and women.

As the Charity Commission explains:

“The gender pay gap should not be confused with unequal pay. Unequal pay is the unlawful practice of paying men and women differently for performing the same or similar work, whereas the gender pay gap is a measure of the difference between the average hourly earnings of men and women. Nearly all employers will have a gender pay gap this year, and for most, these gaps will not be the result of unequal pay.”

Spurgeons' results are significantly influenced by the small number of men employed within the charity. In April 2024, out of 340 colleagues, only 28 were men. By April 2025, our workforce reduced to 270 colleagues, of which only 22 were men, maintaining a male representation of just over 8%. Additionally, as our most senior employee was male at the time of reporting, this has skewed the figures. These factors should be considered when interpreting our gender pay gap position.

Our results – April 2025

Workforce numbers - (excluding anyone who did not receive their full basic pay because they were on leave)

Total number of employees	270
Female	248 (91.9%)
Male	22 (8.1%)

Pay figures – (based on gross pay including any regular additional allowances after reduction for salary sacrifice scheme)

- mean gender pay gap in hourly pay (Difference between M & F – M are higher) 22%
- median gender pay gap in hourly pay 28%

The Government asks us to report on bonus payments, however, *Spurgeons does not pay bonuses.*

- mean bonus gender pay gap N/A
- median bonus gender pay gap N/A
- proportion of males and females receiving a bonus payment N/A

Proportion of males and females in each pay quartile

Lower Quartile	3% Male 97% Female
Lower Middle Quartile	3% Male 97% Female
Upper Middle Quartile	7.35% Male 92.65% Female
Upper Quartile	19.5% Male 80.5% Female

Explaining the difference

Our mean gender pay gap has remained relatively stable at 22% (compared to 22.16% last year), despite significant organisational changes since the 2024 report.

However, our median gender pay gap has increased by 13.5%. While the overall percentage of male colleagues has remained consistent, there has been a notable shift in their distribution across pay quartiles. The proportion of men in the lower-middle quartile has halved to 3%, while the proportion in the upper quartile has risen by 3%. This change has significantly increased the median hourly pay for male employees.

These results highlight the ongoing challenges in achieving gender pay equality. Addressing these disparities will require targeted initiatives, but the primary challenge remains the limited number of male colleagues in entry-level roles within our sector.

Our Approach to Closing the Gender Pay Gap

This report provides context for Spurgeons' results, noting the influence of having a relatively small number of male employees. While this helps explain the figures, it does not mean we are content with the current gap or passive in addressing it.

With the continued support of our Board of Trustees—made up of 9 women (including Special Advisors) and 5 men at the time of reporting—Spurgeons is committed to taking practical steps to promote pay equality, including:

- **Regular pay reviews** to ensure fairness and consistency across roles.
- **Regular external benchmarking** against Cendex to provide visibility of our current position within the sector.
- **Transparent recruitment practices** to attract a diverse pool of candidates.
- **Career development programs** utilising the apprenticeship levy aimed at supporting progression.

We will continue to evaluate and strengthen these measures to ensure meaningful progress toward closing the gap.

Pay and Reward

Spurgeons has a clear pay policy that seeks to ensure that we pay people fairly (including a commitment to aiming to pay at least the Real Living Wage), and that we seek to minimise pay inequality between the highest and lowest paid employees. Our aim is that we remain no higher than a ratio of 1:5 in terms of the median FTE hourly pay rate and the top salary. Currently we are just below a 1:3 ratio.

As part of an ongoing review of pay and reward we will seek to ensure no unintended gender bias and consider further how we can seek to address our gender pay gap. We are continuing to benchmark pay which has confirmed that the majority of our colleagues were paid at market median and did not highlight any gender bias. We continue to undertake benchmarking for ad hoc roles as required and ensure we are paying within an appropriate range.

Transparent Recruitment Practices

Over the past year, male representation within Spurgeons has decreased. In 2024 we hired 8 males, in 2025 we hired 2 males. The decline may be due to several factors including last year's partial recruitment freeze and the impact of change management, which led to workforce reductions through redundancy.

Despite this, our efforts to attract more male applicants are having a noticeable impact; in 2025, an average of 13% of applicants to our vacancies were male.

The DfE estimates that in 2024 only 2% of people working in the family support or early years sector were male, in 2025 this figure remained at 2%. These figures evidence that nationally, key factors contribute to the gender imbalance such as:

- Perceptions of traditional gender roles – the misconception that childcare and support roles are more suited to females remains a barrier.
- Fear of stigma – some males may feel discouraged from working in the sector due to societal attitudes.
- Lack of visible role models in the sector – the lack of male colleagues in these roles can deter potential applicants who don't see themselves represented.

- Pay concerns – the sector is traditionally lower paid compared to education
- Workplace culture and inclusion – being part of a predominantly female workforce can lead to feelings of social isolation, especially in smaller teams.

We remain committed to addressing these challenges through ongoing initiatives. We will continue to refine our recruitment strategies by:

- Using inclusive language in job adverts to encourage applications from all candidates
- Developing targeted recruitment campaigns
- Inclusive safer recruitment training.
- Engaging in data-driven analysis of recruitment trends to evaluate the effectiveness of our methods and identify areas for further improvement

Career development

We will continue to invest in career development programmes that utilise our Apprenticeship Levy to support progression and create equitable opportunities across the organisation.

Ethnicity pay reporting.

Our original aim was to begin reporting on the ethnicity pay gap this year. However, since looking at the data and given the size of our workforce, detailed reporting risks making individual colleagues identifiable. We are committed to finding a way to report transparently while safeguarding privacy and will continue to review the most appropriate approach.

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