

## Employee Communication: Gender Pay Gap Reporting 25/26

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee's data.

We are required to publish the results on our own website and a government website. We will do this within one calendar year of April 5th, 2025.

We use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded

### Difference in mean and median rate of pay male to female comparison

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap % difference male to female	9.6%	32.7%

### Proportion of male to female employees

	All Staff	Teachers (inc. leadership)
Male to female employees %	5.09%	8.64%
Total number of employees	289	105
Total number of male employees	14	9

### Difference in mean and median bonus pay

	Difference in the mean bonus pay	Difference in the median bonus pay
Pay gap % difference male to female	N/A	N/A

### Proportion of male and female employees who were paid bonus pay

	Proportion receiving a bonus
Male employees (% paid a bonus compared to all male employees)	N/A
Female employees (% paid a bonus compared to all female employees)	N/A

### Proportion of male and female employees according to quartile pay bands

	Quartile 1 Lower	Quartile 2 Lower middle	Quartile 3 Upper Middle	Quartile 4 Upper
Male (% males to all employees in each quartile)	0%	4.48%	9.07%	5.91%
Female (% females to all employees in each quartile)	100%	95.52%	90.93%	94.09%

### Managing Gender Pay Reporting

#### Supporting statement

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

Signature: 

Date: 15 December 2025

Status/Position: Chief Finance Officer

#### Supporting statement

Campfire Education Trust always recruit the best person for the job regardless of their gender. All our roles are evaluated to ensure fair pay for the role and each role is advertised with no gender bias.

We use pay scales for all teaching staff that are aligned to the School Teachers Pay and Conditions Document (STPCD) which is reviewed on an annual basis.

The Campfire Trust has 6 schools which are located across 3 Local Authorities: Buckinghamshire, Milton Keynes, and Northamptonshire. For all support staff the Trust follows the Green Book for its terms and conditions and the respective Local Authority pay scales. This means that as a Trust we have different pay scales across the Trust for all support staff.

Staff move through the pay scales for their grade based on a thorough and robust performance management process, meaning earnings are determined by performance outcomes, irrespective of gender.