

# The Partnership Trust

Longfellow Road  
Radstock  
BA3 3AL

Tel: 01761 404207  
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## Gender Pay Gap Reporting

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Specific Duties and Public Authorities, Gender Pay Gap Information) Regulations 2017 and as an employer with over 250 employees, The Partnership Trust is required to measure and report on the gender pay gap in the organisation.

We are required to publish the results on our own website and a government website. We will do this within one calendar year of March 31st 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation. Under the regulations, we are required to report on the following six measures:

1. The difference in the mean pay of full pay women and men expressed as a percentage.
2. The difference in the median pay of full pay women and men expressed as a percentage.
3. The difference in the mean of bonus pay of women and men expressed as a percentage.
4. The difference in the median of bonus pay of women and men expressed as a percentage.
5. The proportion of women and men who received bonus pay.
6. The proportion of full pay women and men in each of the four quartiles.

### 1. The Mean Gender Pay Gap

Hourly Pay	Male	Female	Pay Gap
Mean	£16.84	£13.69	18.71%

### 2. The Median Gender Pay Gap

Hourly Pay	Male	Female	Pay Gap
Median	£12.80	£10.18	20.48%

The Partnership Trust did not pay any bonuses to staff and therefore do not need to report on measure 3, 4, and 5.



Chief Executive Officer: Mr David Gregory BSc Hons, MEd, CBE

The Partnership Trust is a charitable company limited by guarantee registered in England and Wales under No. 7728112  
Registered Office: Longfellow Road, Radstock, BA3 3AL



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## 6. The proportion of women and men in each quartile

### Quartile Percentages

	% Female	% Male
Lower Quartile	91.95%	8.05%
Lower Middle Quartile	79.31%	20.69%
Upper Middle Quartile	76.14%	23.86%
Upper Quartile	78.16%	21.84%
Total	81.38%	18.62%

### Narrative of The Partnership Trust

The Partnership Trust is committed to promoting equal opportunities as defined by the Equalities Act 2010 regarding employment, regardless of age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation and this is reflected in the Equal Opportunities Policy. The Partnership Trust use pay scales for all teachers that follow the Schools Teachers' Pay and Conditions document. Non-teaching staff follow the pay scales set by the National Joint Council for Local Government Services. All pay scales for both teaching and non-teaching staff are reviewed on an annual basis. The Trust recognises TUPE protections where Academies join the Trust.

In common with the Education sector the high proportion of staff are female and the majority of non-teaching roles are part time, term time only, which closely reflects the attendance hours of pupils. This has an impact on average salaries, however, it is recognised this flexibility influences applicants. Within the Trust, men and women in comparable roles are entitled to the same pay. The Trust consists of two special schools, two first schools, one infant school and one junior school. Two primary schools have joined the Trust since the snap shot date and therefore are not included in this data.

The report is based on a snap shot date of March 2017. The Trust on this date employed 349 staff; 284 female (81%) and 65 male (19%).

The overall published UK gender pay gap for the mean is 18.1% and the median 23%.

The Partnership Trust is committed to providing training, development and opportunities to all staff.

The Trust will monitor this data on an ongoing basis to reflect the potential growth and change within the Trust over the next reporting period.

Signed

Date: 31<sup>st</sup> March 2018

David Gregory, CBE  
Chief Executive Officer



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