

## 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 2021.

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	£16.63	£15.14	8.93%

### 2. The Median Gender Pay Gap

Hourly Pay	Male	Female	Pay Gap
Median	£12.94	£10.81	16.46%

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

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

#### Quartile Percentages

	% Female	% Male
Lower Quartile	91.67%	8.33%
Lower Middle Quartile	86.90%	13.10%
Upper Middle Quartile	80.56%	19.44%
Upper Quartile	83.67%	16.33%
Total	85.70%	14.30%

Chief Executive Officer: Mrs Emily Massey

The Partnership Trust is a charitable company limited by guarantee registered in England and Wales under No. 07728112  
VAT Registration No. 371 6891 66 Registered Office: Fosse Way School, Longfellow Road, Radstock, BA3 3AL

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

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, two infant schools, one junior school and ten primaries.

The report is based on a snap shot date of March 2021. The Trust on this date employed 1007 staff; 863 female (85.70%) and 144 male (14.30%).

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.

I can confirm that the above information has been prepared from our payroll and financial data and fairly presents the Gender Pay Gap information for The Partnership Trust.

**Signed**

**Date: March 2022**

Emily Massey  
Chief Executive Officer  
The Partnership Trust

