

The Mean Gender Pay Gap

The difference in the mean hourly rate of pay between male and female full pay relevant employees was **13.45%** (2020/21 – 8.93%).

This is calculated by deducting the average hourly wage of women from the average hourly wage of men. The pay gap is the difference (%) between these hourly rates.

The Median Gender Pay Gap

The difference in the median hourly rate of pay between male and female full pay relevant employees was **24.21%** (2020/21 – 16.46%)

The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. It takes all salaries in the sample and lines them up from lowest to highest and picks the middle salary.

The proportion of male and female full pay relevant employees in each of the four quartile pay bands was:

	% Female	% Male
Lower Quartile	93.68%	6.32%
Lower Middle Quartile	88.93%	11.07%
Upper Middle Quartile	83.40%	16.60%
Upper Quartile	82.54%	17.46%

Bonuses

No member of staff was paid a bonus during the year ended 31 March 2022.

Narrative

The workforce of The Partnership Trust is predominately made up of female employees (881) compared to men (130) and there are more women in each of the quartiles set out above. The breakdown for the reporting period is:

Gender	Percentage
Female	87.14%
Male	12.86%

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 Trust's 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 eleven primaries.

The Trust seeks to promote and reward staff based on performance and irrespective of gender. The below sets out a summary of the number of female and male staff in senior positions across the Trust:

	Male	Female
Trust Executive Team	1	6
Headteachers	5	17

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 2023

A handwritten signature in black ink, appearing to read 'Emily Massey', written in a cursive style.

Emily Massey
Chief Executive Officer
The Partnership Trust