



## 2017-2018 Gender Pay Gap Figures for Create Partnership Trust

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

The data is based on all relevant full-pay employees as on 31<sup>st</sup> March 2018. There are six key metrics that are required of us to publish under the Act:

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

### Gender Make Up

In Create Partnership Trust the gender make-up of our staff is:



89.7% Women

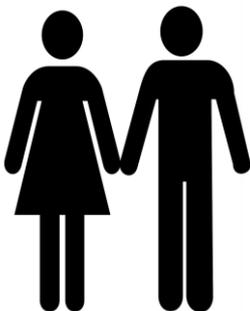


10.3% Men

### Gender Pay Gap

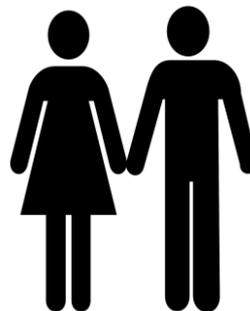
In Create Partnership Trust the gender pay gap is:

Mean Pay Gap



17.8%

Median Pay Gap



23.1%

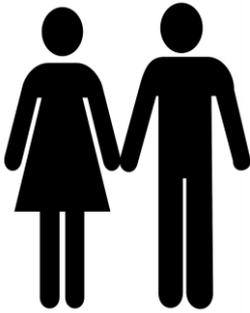
## Bonus Pay

Create Partnership Trust does not pay bonuses to its staff.

## Pay by Quartiles

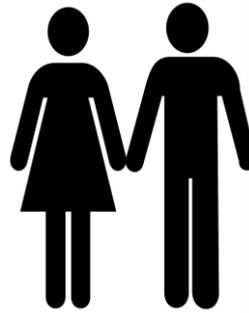
In Create Partnership Trust the proportion of full-pay men and women in each of the four quartile pay bands is:

### Lower Quartile



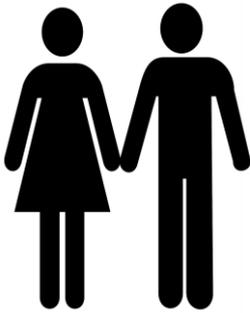
97.5% Female / 2.5% Male

### Lower Middle Quartile Upper



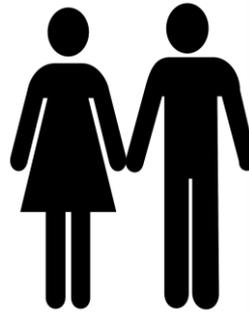
88.7% Female / 11.3% Male

### Upper Middle Quartile



90.0% Female / 10.0% Male

### Upper Quartile



82.3% Female / 17.7% Male

## Understanding our pay structure

- Our terms and conditions of employment, including pay, are determined by our Trust with guidance from the Local Authority and negotiating bodies for the teachers.
- As an employer we are committed to the principals of paying men and women equally for undertaking the same work.



- Owing to the nature of the roles required within a school, we have an unavoidable large number of part time, female employees, e.g. lunchtime who occupy very important roles, which have been evaluated to the lower end of the salary structure for support staff and this is reflected in our Gender Pay Gap.
- Pay progression for both teaching and support staff is performance related and subject to scrutiny of our Trust for equality purposes.
- We are a Living Wage Employer, paying an hourly rate set by the Living Wage Foundation, which is a higher hourly rate than that of the National Living wage.
- Our gender pay gap is below/above the national average.

### **How Create Partnership Trust are looking to tackle the Gender Pay Gap**

In an attempt to decrease the pay gap between our male and female employees over the next 12 months, Create Partnership Trust commits to:

- Monitoring the effectiveness of our recruitment process to improve diversity.
- Ensuring that all our vacancies are advertised in a way that will return a diverse pool of applicants to choose from, particularly at leadership levels, with the aim of appointing or promoting more women in to leadership roles.
- Encouraging flexible working to support both our male and female employees' balance their careers with their commitments outside of work.
- Promote the benefits of paternity leave, parental leave and shared parental leave.
- Growing our own talent by encouraging staff to fulfil their potential with us, rather than leaving to achieve this.
- Pro-actively supporting women on returning to employment following leave for maternity or caring reasons. Maximising the contribution that their experience and skills can bring to the organisation.
- Annually scrutinising pay and reward to ensure that pay differences in grades are reduced, where possible and that there is parity across schools in the Trust-equal pay for equal worth.

Create Partnership Trust is committed to equality of opportunity in employment. Our aims are to recruit, retain and develop employees based on merit, competence and potential. We are committed to promoting a positive work environment for our employees and ensuring employees are given every opportunity to fulfil their potential.

On behalf of Create Partnership Trust I can confirm that the above figures are accurate and that the Trust is committed to the on-going reduction of our gender pay gap.

Please note this data does not include Brookfields Primary as the school joined the Trust in November 2018.

J Gardner 7 March 2019