



TRUE LEARNING
PARTNERSHIP

Gender Pay Gap
Snapshot Date: March 2023

Background

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, and as an employer with over 250 employees, the True Learning Partnership is required to measure and report on the gender pay gap in the organisation.

The Trust is a public sector body and has a data capture date of 31 March in each year.

Under the Regulations there is a requirement to report on the following 6 measures if they are applicable:

- The difference in the mean pay of full pay men and women expressed as a percentage
- The difference in median pay of full pay men and women expressed as a percentage
- The difference in mean bonus pay of full pay men and women expressed as a percentage
- The difference in median bonus pay of men and women expressed as a percentage
- The proportion of men and women who received bonus pay and
- The proportion of full pay men and women in each of four quartile bands

By reporting on our gender pay gap, we are committed to showing that everyone is treated fairly in relation to pay and benefits, irrespective of gender. The executive summary explains the actions we have taken to continue to encourage a more gender balanced organisation and to ensure that opportunities are available to all.

Difference in mean and median hourly rate of pay

	Difference in mean hourly rate of pay	Difference in the median hourly pay
Pay gap. % difference male to female	21.6%	49.8%

Proportion of male and female employees according to quartile pay bands

	Quartile 1. Lower Quartile	Quartile 2. Lower middle	Quartile 3. Upper middle	Quartile 4. Upper
Male (% males to all employees in each quartile)	28%	12%	29%	38%
Female (% females to all employees in each quartile)	72%	88%	71%	62%

Additional notes:

- 73% of our employees are female and 27% are males
- No bonuses are paid to any member of Trust staff
- At the time of reporting, the Trust was made up of five schools, two Secondary and three Primary Schools across Cheshire and Derbyshire.

Executive Summary

The overall published UK mean gender pay gap in the education sector is 25.9% opposed to the national gap of 14.9%. The gender pay for True Learning for 2023 is 21.6% which is significantly better than the average across education but continues to indicate that Trust female employees tend to earn less than men.

The gender pay gap does not arise because the Trust pays men and women different rates for the same roles but because of the salary levels for the roles which men and women typically do in the schools. The majority of men employed across the Trust are working as teachers, not in core support staff roles which impact the mean and median hourly rate calculations. The TRUE Learning Partnership is an equal opportunities employer and our commitment is supported by our Recruitment Policy and Equality and Diversity Policy.

We continue to use national pay scales for teaching and support staff as per the School Teachers Pay and Conditions Document and the Local Authority agreed support staff pay scales for Cheshire East and Derbyshire. This ensures that salaries are awarded irrespective of gender.

Action we are taking to be a more gender-balanced organization:

- Ensuring our recruitment processes encourage applications regardless of gender for any roles and all shortlisting decisions are taken based on anonymized application information.
- Investing in an applicant tracking system to improve reporting at all stages of our recruitment process.
- Continuing to offer and promote flexible working opportunities across the Trust to all employees.
- Focusing on supporting wellbeing, mental health and offering family friendly policies.



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I confirm that the information contained in this report is accurate.

Signature: Gary Bevin

March 2024

Status/position: Interim Chief Executive Officer