



TRUE LEARNING
PARTNERSHIP

Gender Pay Gap
Snapshot Date: March 2022

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 | 22.2% | 46.6% |

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) | 21.2% | 16.8% | 28.3% | 38.4 |
| Female (% females to all employees in each quartile) | 78.8% | 83.2% | 71.7% | 61.6% |

Additional notes:

- 74% of our employees are female and 26% 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 reported gap is slightly reduced from the previous year data but continues to be impacted by the higher proportion of female employees across The TRUE Learning Partnership. A significant proportion of these employees work in school support in roles such as administrators, welfare assistants, playworkers, lunchtime assistants and cleaners. This has a significant effect when we calculate the hourly rate of pay.

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 on anonymized application information.
- Continuing to offer flexible working opportunities across the Trust.
- 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: Peter Cox

March 2023

Status/position: Chief Executive Officer