



TRUE LEARNING
PARTNERSHIP

Gender Pay Gap
Snapshot Date: March 2024

Background

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

As a public sector body, the Trust's reporting date for gender pay gap data is 31 March each year.

The Regulations require reporting on the following six measures, where applicable:

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

By reporting on our gender pay gap, we are demonstrating our commitment to fairness in pay and benefits, irrespective of gender. The Executive Summary outlines the actions we are taking to encourage a more gender-balanced organisation and to ensure that equal opportunities are available to all employees.

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	21.1%	46.5%

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)	23%	17%	30.5%	38%
Female (% females to all employees in each quartile)	77%	83%	69.5%	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 UK gender pay gap has been declining slowly over time; and this is also reflected in small changes in the composition of the Trust gender pay gap, although the overall gender pay gap has only fallen slightly to 21% from 21.6%. This reported figure is significantly lower than the average pay gap at the 20 largest MATS where the gender pay gap was reported as 32.3 per cent (2023).

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. There are more women recorded in the higher quartiles which reflects opportunities for advancement in all areas of the Trust.

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. True Learning is an equal opportunities employer and our commitment is supported by our Recruitment Policy and Equality and Diversity Policy.

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: Professor Geoff Baker

March 2025

Status/position: Chief Executive Officer