



## Partnership Learning

### **Gender Pay Gap Report**

As an employer of more than 250 staff, Partnership Learning (PL) are required by law to publish an annual Gender Pay Report under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. PL is within the 1,000 – 4,999 employees category for reporting purposes.

The following data, which has been accurately calculated following Governmental guidance, has been published for staff employed on 31 March 2022:

Difference in mean hourly rate of pay	21.94%
Difference in median hourly rate of pay	24.43%
Difference in mean bonus pay	0.0%
Difference in median bonus pay	0.0%

Percentage of female employees who have received bonus pay 0.0%

Percentage of male employees who have received bonus pay 0.0%

<b><u>Employees by Pay Quartile</u></b>	<b><u>Female</u></b>	<b><u>Male</u></b>
Upper Quartile	63.7%	36.3%
Upper Middle Quartile	70%	30%
Lower Middle Quartile	81.2%	19.8%
Lower Quartile	88.6%	11.4%

PL support the fair and equitable treatment of all staff irrespective of protected characteristics, including gender. PL aligns to the School Teachers Pay and Conditions Document for Teaching staff, and the National Joint Council for Local Government Services (NJC) Green Book terms and conditions including any local agreements that may be in place for all non-teaching staff.

As a multi-academy trust, the vast majority of PL employees have TUPE transferred from either London Boroughs of Barking & Dagenham, Havering, Waltham Forest and Southend on Sea. Due to this, the relative pay positions of male and female staff are effectively inherited by the Trust.

As is common across the education sector, there are typically more female than male staff and this is true for PL. Of the 19 staff employed in positions of Head of School and above, 10 are female (52%) and 9 are male (48%). This clearly demonstrates that there are no barriers to female staff reaching the most senior and highest paid roles within PL.

PL focus for the coming year will therefore continue with the policies and procedures already in place, we are confident that subsequent staff recruitment and promotion will continue to lower the gender pay gap.