

The Creative Learning Partnership Trust – Gender Pay Gap Report

SNAPSHOT DATE: 31/03/2023

Difference in mean and median hourly rates of pay

	DIFFERENCE IN THE MEAN HOURLY PAY	DIFFERENCE IN THE MEDIAN HOURLY PAY
Pay gap. % difference male to female	16.69%	13.59%

Difference in mean and median bonus pay

	DIFFERENCE IN THE MEAN BONUS PAY	DIFFERENCE IN THE MEDIAN BONUS PAY
Pay gap. % difference male to female	Not applicable, bonuses not paid	Not applicable, bonuses not paid

Proportion of male and female employees who were paid bonus pay

	PROPORTION RECEIVING A BONUS
Male employees (% paid a bonus compared to all male employees)	0
Female employees (% paid a bonus compared to all female employees)	0

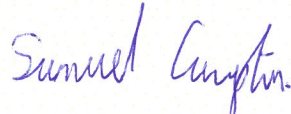
Proportion of male and female employees according to quartile pay bands

	QUARTILE 1 (LOWER)	QUARTILE 2 (LOWER MIDDLE)	QUARTILE 3 (UPPER MIDDLE)	QUARTILE 4 (UPPER)
Male (% males to all employees in each quartile)	5.81%	11.49%	14.94%	14.94%
Female (% females to all employees in each quartile)	94.19%	88.51%	85.06%	85.06%

SUPPORTING STATEMENT

I can confirm that the information published here is accurate.

Signature:



Date: 26th February 2024

Status/position: Chief Executive Officer

SUPPORTING NARRATIVE

This report covers all schools and centrally based staff within the Trust. The difference in both the mean and median hourly pay gap has reduced since 31st March 2022 which is a positive move forward for the Trust. However, the Trust has a smaller proportion of men employed within each of the quartiles, which is indicative of the education sector. In respect of the pay gap the majority of the Trust's support staff are female who are paid lower than the Trust's male employees who are mainly employed in a teaching role. The Trust ensures that the job roles in place are evaluated to ensure fair pay in each role and advertise each job with no gender bias.