

The Creative Learning Partnership Trust – Gender Pay Gap Report

SNAPSHOT DATE: 31/03/2024

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	26.34%	40.43%

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)	6.67%	7.78%	12.36%	19.10%
Female (% females to all employees in each quartile)	93.33%	92.22%	87.64%	80.90%

SUPPORTING STATEMENT

I can confirm that the information published here is accurate.

Signature:



Date: 18th March 2025

Status/position: Chief Executive Officer

SUPPORTING NARRATIVE

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This report encompasses all schools and centrally based staff within the Trust. The Trust observes a lower proportion of male employees within each of the pay quartiles, a trend commonly observed within the education sector.

Regarding the gender pay gap, it is important to note that the majority of the Trust's support staff are female, and their pay tends to be lower than that of their male counterparts, who are predominantly employed in teaching roles.

The lower representation of men across the pay quartiles is consistent with the broader trends seen within the education sector. In education, particularly in support staff roles, employment terms and conditions are often family-friendly, which attracts a higher proportion of female candidates for positions such as Lunch-time Supervisor, Cleaner, Administrator, and Teaching Assistant. These roles tend to be lower paid. Furthermore, the public sector and education sectors generally have a higher concentration of female employees, with primary schools often being predominantly female dominated.

It is crucial to clarify that the gender pay gap within the Trust does not reflect men being paid more than women for the same job. Rather, it is a result of the workforce composition and the different roles held by male and female employees. The Trust ensures that all job roles are evaluated to maintain fair pay and that all job advertisements are free from gender bias.

To address the gender pay gap and ensure equality of opportunity, we will:

- Continue to monitor and review our recruitment processes to ensure we attract the best possible candidates, regardless of gender.
- Continue to enhance and expand our Continuing Professional Development (CPD) offerings to support internal progression for all staff members.

