

SNAPSHOT DATE: 31/03/2025

**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	21.8%	19%

**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)	5.88%	9.80%	12.75%	14.71%
Female (% females to all employees in each quartile)	94.12%	90.20%	87.25%	85.29%

**SUPPORTING STATEMENT**

I can confirm that the information published here is accurate.

Signature: *S. Sampson*

Date: *10, 03, 2026.*

Status/position: Chief Executive Officer



The Creative Learning Partnership Trust's gender pay gap for the snapshot date of 31 March 2025 is:

- Mean gender pay gap: 21.8%
- Median gender pay gap: 19%

Our gender pay gap has reduced from last year (mean: 26.34%, median: 40.43%). Whilst last year's median figure was affected by specific individual circumstances at the snapshot date, this year's reduction also reflects genuine changes in our workforce composition.

Our workforce remains predominantly female, which is typical of the education sector. However, we have seen positive changes in the distribution of our male workforce:

- We now have 44 male staff members compared to 41 last year
- Male staff are now more evenly distributed across different pay levels, rather than being concentrated in the highest-paid roles

This more balanced distribution is reflected in our quartile data:

	This Year	Last Year	Change
Lower quartile	5.88% male	6.67% male	-0.79pp
Lower middle quartile	9.80% male	7.78% male	+2.02pp
Upper middle quartile	12.75% male	12.36% male	+0.39pp
Upper quartile	14.71% male	19.10% male	-4.39pp

The reduction in male representation in the upper quartile (from 19.10% to 14.71%) alongside increases in the middle quartiles shows that our male workforce is becoming more representative across all levels of the organisation, rather than being disproportionately concentrated in senior positions.

Our gender pay gap exists because of the historical distribution of men and women across different roles and levels in our organisation, not because of unequal pay for equal work. The changes this year show that:

- We are successfully recruiting and retaining male staff across a broader range of roles
- Female representation in senior positions has strengthened (upper quartile now 85.29% female, up from 80.90%)

The Creative Learning Partnership Trust is committed to:  
• Our workforce is becoming more balanced whilst maintaining our commitment to equality of opportunity

- Equal pay for equal work across all roles
- Providing equal opportunities for career progression regardless of gender
- Building a diverse workforce that is representative at all levels

We are taking proactive steps to support gender equality:

#### 1. Pay Equity

- We ensure equal pay for equal work within each school
- We are undertaking a trust-wide review of job descriptions to ensure consistency and fairness across all our schools
- This will ensure that staff doing equivalent roles across different schools in our trust are aligned in terms of job descriptions and pay structures

#### 2. Recruitment

- Using gender-neutral language in all job advertisements
- Ensuring diverse interview panels
- Actively encouraging applications from underrepresented groups across all roles and levels

#### 3. Career Development

- Providing leadership development opportunities for all staff
- Implementing mentoring and succession planning that supports progression regardless of gender
- Ensuring development opportunities are accessible to staff working flexibly or part-time

#### 4. Flexible Working

- Promoting flexible working arrangements at all levels, including senior leadership roles
- Ensuring part-time staff have equal access to progression opportunities

#### 5. Monitoring and Review

- Tracking workforce composition and pay gap data annually
- Analysing recruitment, retention and progression data by gender

Building on this year's progress, we commit to:

#### 1. Trust-Wide Pay Consistency

- Ensure staff in equivalent roles across different schools have aligned job descriptions and pay
- Establish clear, transparent pay structures that apply consistently across the trust

2. Continued Workforce Development

- Continue to recruit and retain male staff across a broad range of roles and levels
  - Support female staff progression into senior leadership positions
  - Track career progression patterns by gender to identify and address any barriers
3. Transparency and Accountability
- Publish our gender pay gap data annually
  - Report on progress against these specific commitments in next year's report
  - Monitor the impact of our trust-wide job description review on pay equity

We will continue to:

- Build on the positive changes in our workforce composition
- Ensure our recruitment practices attract diverse candidates at all levels
- Support all staff to progress and develop, regardless of gender
- Monitor our gender pay gap and take action where we identify barriers to equality
- Publish our data annually and remain transparent about our progress

Our goal is to maintain a balanced, diverse workforce where the gender pay gap continues to reduce as a natural result of equal opportunities and fair treatment for all staff.

