



TRUE LEARNING  
PARTNERSHIP

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Gender Pay Gap  
Snapshot Date: March 2021

### 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	23.9%	55.13%

### 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)	17.3%	11.4%	27.6%	40%
Female (% females to all employees in each quartile)	83.7%	88.6%	72.4%	60%

#### Additional notes:

- 76% of our employees are female and 24% 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 reported gap in pay arises because a high proportion of employees across The TRUE Learning Partnership working in school support roles are women and these roles are typically at the lower end of the salary scales - roles such as administrators, welfare assistants, playworkers, lunchtime assistants and cleaners. This has a significant effect when we calculate the hourly rate of pay.

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 Teachers, not support staff. The TRUE Learning Partnership is an equal opportunities employer and our commitment is supported by our Recruitment Policy and Equality and Diversity Policy.

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.

Action we are taking to be a more gender-balanced organization:

- Ensuring our recruitment processes encourage applications regardless of gender for any roles
- Continue to maintain the strong representation in senior roles, including our Local Governing Body and Trust Board
- Continue to offer flexible working opportunities across the Trust



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**I confirm that the information contained in this report is accurate.**

**Signature: Peter Cox**

**March 2022**

**Status/position: Chief Executive Officer**