



CENTRAL LEARNING
PARTNERSHIP TRUST

Central Learning Partnership Trust Gender Pay Gap Report

As an employer of more than 250 staff, Central Learning Partnership Trust (CLPT) are required by law to publish an annual Gender Pay Report under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. CLPT is within the 500 to 999 employee category for reporting purposes.

The following data, which has been accurately calculated following Governmental guidance, has been published for staff employed on 31 March 2017:

| | |
|---|-------|
| Difference in mean hourly rate of pay | 20.8% |
| Difference in median hourly rate of pay | 24.8% |
| Difference in mean bonus pay | 0.00% |
| Difference in median bonus pay | 0.00% |

Percentage of female employee who have received bonus pay 0.00%

Percentage of male employee who have received bonus pay 0.00%

| <u>Employees by Pay Quartile</u> | <u>Female</u> | <u>Male</u> |
|---|----------------------|--------------------|
| Upper Quartile | 65.7% | 34.3% |
| Upper Middle Quartile | 74.8% | 25.2% |
| Lower Middle Quartile | 86.7% | 13.3% |
| Lower Quartile | 86.7% | 13.3% |

Whilst the gender pay gap in favour of males is likely to be typical for the majority of reporting companies nationwide, it is not a position that CLPT support, and ways of reducing the gap are under continual consideration and review.

CLPT support the fair and equitable treatment of all staff irrespective of protected characteristics, including gender. CLPT 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 for all non-teaching staff. For all Wolverhampton staff, CLPT align to the Grey book policies for The City of Wolverhampton Council. For all Rotherham staff, CLPT align to the employment policies of Rotherham Metropolitan Borough Council.

As a multi-academy trust, the vast majority of CLPT employees have TUPE transferred from either the City of Wolverhampton Council or Rotherham Metropolitan Borough Council. 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 CLPT. As at 31 March 2017, CLPT employed 572 staff of which 449 (78.5%) were female and 123 (21.5%) were male.

Analysis of the employee by quartile data demonstrates that female staff are currently underrepresented in the higher level roles. However this is not supported when considering the Trust's senior leadership. Of the 14 staff employed in positions of Head of School and above, 11 are

female (78.6%) and 3 are male (21.4%). This clearly demonstrates that there are no barriers to female staff reaching the most senior and highest paid roles within CLPT.

CLPT's focus for the coming year will therefore concentrate on the roles immediately below this senior level, along with a wider consideration of the gender representation in the lower two quartiles. With the policies and procedures already in place, we are confident that subsequent staff recruitment and promotion will lower the gender pay gap.

Signed

A handwritten signature in black ink, appearing to read 'Douglas Selkirk', written in a cursive style.

Douglas Selkirk
CEO