



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 2018:

Difference in mean hourly rate of pay	15.2%
Difference in median hourly rate of pay	18.4%
Difference in mean bonus pay	0.0%
Difference in median bonus pay	0.0%

Percentage of female employee who have received bonus pay 0.7%

Percentage of male employee who have received bonus pay 0.0%

Employees by Pay Quartile	Female	Male
Upper Quartile	68.2%	31.8%
Upper Middle Quartile	77.6%	22.4%
Lower Middle Quartile	83.1%	16.9%
Lower Quartile	82.3%	17.7%

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. A reduction to both the mean and median gender pay gaps has been achieved since the report for 31 March 2017.

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 2018, CLPT employed 590 staff of which 459 (77.8%) were female and 131 (22.2%) were male. In particular, there are predominantly more female than male staff in the lower paid jobs across the trust (cleaning and catering staff). Despite operating a fully inclusive recruitment process, the vast majority of applicants to these roles continue to be female. Both

female and male applicants are considered for all roles, and are paid the same irrespective of gender.

Analysis of the employee by quartile data demonstrates that female staff are currently underrepresented in the higher level roles and this is a consequence of the number of female staff in the lower paid jobs as specified above. When considering the Trust's senior leadership, of the 15 staff employed in positions of Head of School and above, 11 are female (73.3%) and 4 are male (26.7%). Whilst there are no barriers to female staff reaching the most senior and highest paid roles within CLPT, the primary consideration in the recruitment process is ensuring that the most suitable person for a role is appointed. Should the number of male staff recruited to the lower paid jobs increase, then the percentage of female staff in the upper quartile would improve.

CLPT's continued focus for the coming year will therefore be to 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 continue to lower the gender pay gap.



Douglas Selkirk
CEO