











The Spring Partnership Trust is a Multi Academy Trust with six primary schools of varying sizes in the London Borough of Bromley. You can find out more about the work of the Trust and its six schools [here](#).

The Spring Partnership Trust (the Trust) and its six primary schools collectively employ 413 (2020 412) individuals. Since 31st March 2021, Castlecombe Primary School and Dorset Road Infant School have amalgamated. The Trust's gender pay gap report for the years ending 31 March 2017, 31st March 2018, 31st March 2019, 31st March 2020 and 31st March 2021 is set out below.

Difference between men and women at	Mean average 31 st March 2017 (restated)	Mean average 31 st March 2018	Mean average 31 st March 2019	Mean average 31 st March 2020	Mean average 31 st March 2021	Median average 31 st March 2017 (restated)	Median average 31 st March 2018	Median average 31 st March 2019	Median average 31 st March 2020	Median average 31 st March 2021	Notes
Gender Pay Gap	10.39	16.08	2.50	18.63	20.88	4.17	15.81	(3.82)	0	24.18	See further narrative below
Gender Bonus Gap	100%	0%	0%	(50%)	0%	100%	0%	0%	(100%)	0%	

	All employees		Lower quartile		Lower middle quartile		Upper middle quartile		Upper quartile	
										
2017	9%	91%	6%	94%	9%	91%	11%	89%	9%	91%
2018	8%	92%	7%	93%	5%	95%	8%	92%	12%	88%
2019	8%	92%	8%	92%	9%	91%	6%	94%	9%	91%
2020	8%	92%	5%	95%	9%	91%	7%	93%	12%	88%
2021	8%	92%	5%	95%	6%	94%	9%	91%	12%	88%
	Bonus recipients									
2021	0%	0%								

The above figures have been calculated as required by the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

Primary education is a highly female orientated profession and the gender representation figures set out above are typical amongst the Trust's peers. Whilst male representation within the population is lower overall, the Trust has seen a further increase in the middle quartiles of female staff to male staff which has impacted on the median gender pay gap which last year was nil but at 31st March 2021 results in a higher mid point for the male population to the female population. However, the mean gender pay gap is greater and reflects a bigger spread of pay within the upper and upper middle quartiles where on average the roles held by men are slightly more senior.

Bonus payments are limited in number and quantum and are only made exceptionally. In the period to 31 March 2021, no bonus payments were made.

Staff move through the pay scales for their grade based on a thorough and robust performance management process, meaning earnings are based on performance outcomes, irrespective of their gender. However, the greater incidence of career breaks and part-time working amongst the female population impact time spent in role.

The Spring Partnership Trust is an equal opportunities employer and supports fair treatment of staff irrespective of gender. The Trust believes that diverse organisations perform better and that improving gender balance in its employee population is vital to supporting the development of the children we work with and in providing a workplace where our people can reach their full potential.

The Trust is taking a number of active steps towards understanding, monitoring and addressing gender imbalance within its own employee population. We are looking in particular at how we can influence the gender balance within the pool of individuals entering the profession and joining our organisation as well as how our policies and processes impact employee progression and retention, including how our succession planning activities can impact gender balance at senior levels.