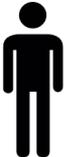


The Spring Partnership Trust is a Multi Academy Trust with six primary schools of varying sizes in the London Borough of Bromley. You can find out more about the work of the Trust and its six schools [here](#).

The Spring Partnership Trust (the Trust) and its six primary schools collectively employ 423 (2017 404) individuals. Organisations with 250 or more employees at 31 March 2017 are required to report on their gender pay gap before 31 March 2018 and annually thereafter. The Trust's gender pay gap report for the years ending 31 March 2017 and 31st March 2018 is set out below.

Difference between men and women at	Mean average 31 st March 2017 (restated)	Mean average 31 st March 2018	Median average 31 st March 2017 (restated)	Median average 31 st March 2018	Notes
Gender Pay Gap	10.39	16.08	4.17	15.81	See further narrative below
Gender Bonus Gap	100%	0%	100%	0%	Bonus awards were not made in the year ending 31 st March 2018

Gender representation at The Spring Partnership Trust 2017 and 2018

	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%
	Bonus recipients									
2017	2.63%	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 low overall, a larger proportion of the male population are within the upper middle and upper quartiles, impacting both the mean and median gender pay gap. The increase in both figures from 2017 reflects turnover in the male population, with a

decrease in male staff in the lower pay grades and increase in male staff in the higher pay grades.

The mean gender pay gap also reflects a bigger spread of pay within the upper and upper middle quartiles where, over the relevant period, the roles held by men were slightly more senior.

At 31st March 2018, staffing across the trust increased by 4.7%, the female population increased by 5.7% whereas the male population decreased by 5%. This is reflected in the gender pay gap calculations. The Spring Partnership Trust inherited staff via TUPE process and their pay structure at point of transfer and its salary structure is based on the use of pay scales mentioned historically in the School Teachers' Pay and Conditions document and the pay scales for support staff. Therefore, 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.