



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 this is consistent between quartiles and this is reflected in the minimal median gender pay gap. 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.

At 31<sup>st</sup> March 2019, staffing across the trust increased by 0.23%, the female population remained the same whereas the male population increased by 2.9%. This is reflected in the gender pay gap calculations.

The marked decrease in the Gender Pay Gap mean is explained by an increase of male staff in the lower pay grades and decrease of male staff in the higher pay grades.

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 may 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.