











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 412 (2019 424) 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, 31<sup>st</sup> March 2018, 31<sup>st</sup> March 2019 and 31<sup>st</sup> March 2020 is set out below.

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

#### Gender representation at The Spring Partnership Trust 2017, 2018, 2019 and 2020

	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%
	<b>Bonus recipients</b>									
2020	25%	75%								

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 median gender pay gap, where in the year to 31<sup>st</sup> March 2020 the mid point for male and female staff is identical. 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.

Pay data at 31<sup>st</sup> March 2020 reflects a reduction in staff numbers compared to the prior year. The decrease in male staff numbers was proportionately greater, with those remaining being on higher pay grades, adversely impacting the differential in the mean rate of pay as compared to the prior year.

Bonus payments are limited in number and quantum and are only made exceptionally. In the period to 31 March 2020, four bonus payments below £1,000 were made to reflect exceptional work and successful accomplishment of project work benefiting the Trust.

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.