



## The Castle Partnership Trust Gender Pay Gap Report

31 March 2018

This report is produced by The Castle Partnership Trust in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

### Difference in mean and median hourly rate of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference male to female	12.4%	23.0%

### Difference in mean and median bonus pay

	Difference in the mean bonus pay	Difference in the median bonus pay
Pay gap. % difference male to female	0%	0%

### Proportion of male and female employees who were paid bonus pay

	Proportion receiving a bonus
Male employees (% paid a bonus compared to all male employees)	0%
Female employees (% paid a bonus compared to all female employees)	0%

### Proportion of male and female employees according to quartile pay bands

	Quartile 1. Lower	Quartile 2. Lower middle	Quartile 3. Upper middle	Quartile 4. Upper
Male (% males to all employees in each quartile)	26.5%	32.9%	29.3%	47.0%
Female (% females to all employees in each quartile)	73.5%	67.1%	70.7%	53.0%

## Supporting Statement

The Castle Partnership Trust has a Policy of Equal Opportunities and promotes the fair and equitable recruitment and treatment of staff based on merit, irrespective of race, colour, nationality, religion, sex or sexuality, age, disability, gender, ethnic or national origin, marital status, domestic responsibilities, political or trade union activity. This is reinforced through the Trust's Recruitment and Vetting, Pay, and Appraisal Policies amongst others.

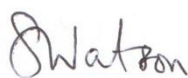
Pay scales for teaching staff are aligned to the School Teachers Pay and Conditions document which provides the framework for teachers' pay in England and Wales. For Support Staff, we use national pay scales agreed with the National Joint Council for Local Government Services. This ensures that the level of pay for each employee is denoted by the job role they are employed to perform.

The Gender Pay Gap Report provides an overview of the total staffing levels within the Trust. Despite the majority of Leadership positions in The Trust being held by female employees, a high percentage of applications, and therefore appointments, for the early grade positions (including catering assistants, cleaners and teaching assistants) are from female applicants. Consequently, the gap between the 'average' female hourly rate of pay and the 'average' male hourly rate of pay is significantly affected. The Trust is pleased to note that the difference between both the mean (17.2% in 2017) and median (35.6% in 2017) hourly rate of pay has reduced significantly from the previous year.

The overall pay gap is a reflection of the composition of the workforce rather than a gender pay inequality.

**I confirm that the information published here is accurate.**

**Signature:**



**Date:** 25/03/2019

**Position:**

Executive Headteacher