

# Gender Pay Gap Report -2023

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## 1. Introduction

Create Partnership trust (the Trust) is required to report on the gender pay gap between our male and female employees.

The areas reported on are

- **Mean** pay gap - the hourly pay of all employees to calculate the difference between the mean hourly pay of men and the mean hourly pay of women.
- **Median** pay gap is the difference between the midpoints in the ranges of hourly earnings between male and female employees.
- **Bonus** difference in male and female employees receiving a bonus (not applicable to the Trust).
- **Quartile** pay gap – the percentage of males and females within four equal pay quartiles.

*Gender pay is the difference between males and females average pay, equal pay relates to work of equivalent value.*

## 2. Findings

*Snapshot data taken on 31<sup>st</sup> March 2023*

In Create Partnership Trust the gender make up of our staff is:



**88.78 % of Women**

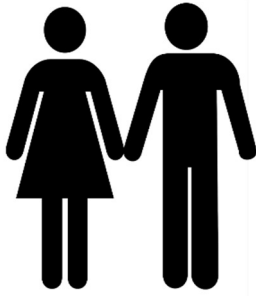


**11.22% of Men**

Gender Pay Gap

In Create Partnership Trust the gender pay gap is:

**Mean Pay Gap**



28.1%

**Median Pay Gap**



27.1%

**Bonus Pay**

Create Partnership Trust does not pay bonuses to its staff.

**Pay by Quartiles**

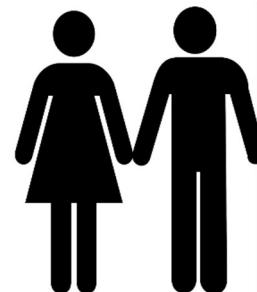
In Create Partnership Trust the proportion of full-pay men and women in each of the four quartile pay bands is:

**Lower Quartile**



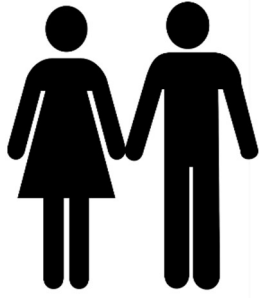
98.4% female 1.6% male

**Lower Middle Quartile**



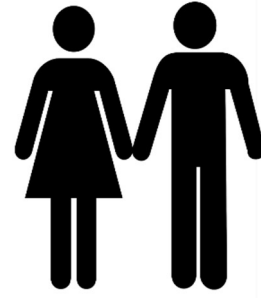
90.3% female 9.7 % male

Upper Middle Quartile



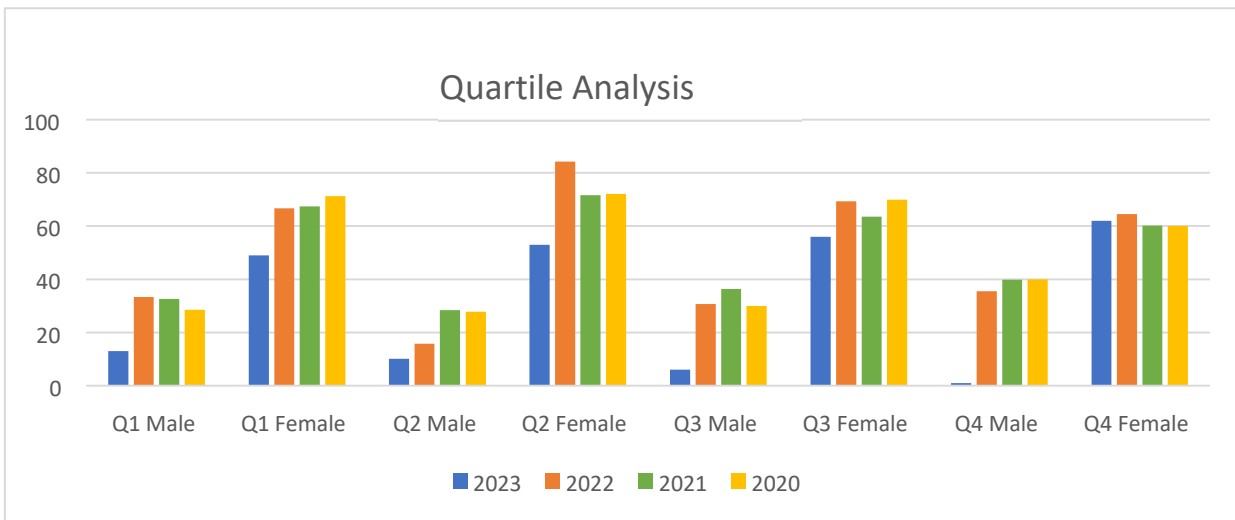
84.1% female 15.9 male

Upper Quartile



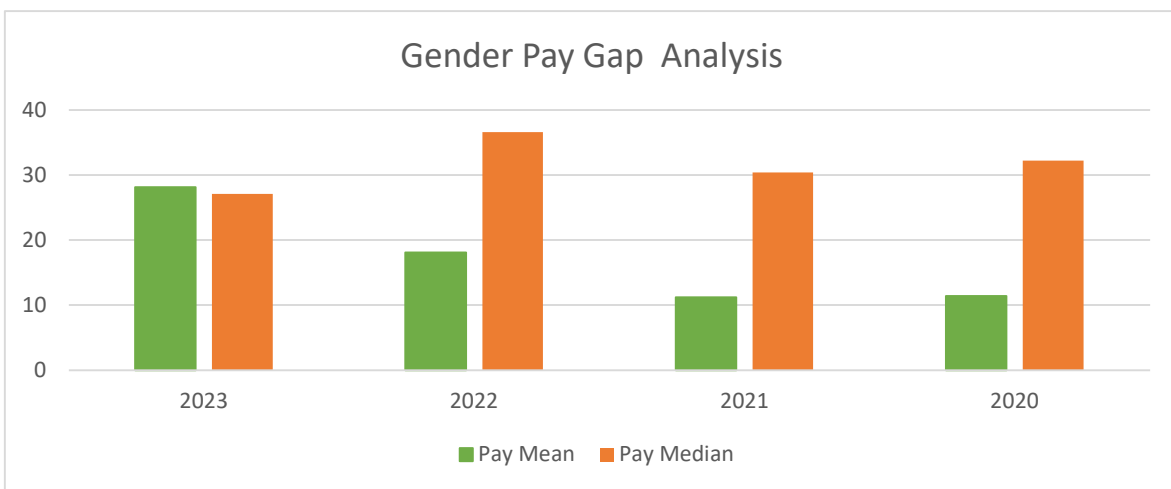
79% female 21% male

Year	Q1 Male	Q1 Female	Q2 Male	Q2 Female	Q3 Male	Q3 Female	Q4 Male	Q4 Female
2023	13	49	10	53	6	56	1	62
2022	33.3	66.7	15.8	84.2	30.7	69.3	35.4	64.6
2021	32.6	67.4	28.4	71.6	36.4	63.6	39.8	60.2
2020	28.6	71.4	27.8	72.2	30	70	40	60



Gender Pay Gap Four Year Analysis

Year	Pay Mean	Pay Median
2023	28.1	27.1
2022	18.1	36.6
2021	11.2	30.4
2020	11.4	32.2



**3. 2023 data in comparison to 2022**

The Trusts' 2023 data shows

- an increase in the mean pay gap
- a decrease in the median pay gap
- a decrease in the female percentage in the lower quartile, an increase the percentage of males in the lower quartile.
- a decrease in the female percentage in lower middle quartile, an increase in the male percentage in the lower middle quartile.
- a decrease in the female percentage in the upper middle quartile .an increase in male percentage in the upper middle quartile,
- a decrease in the female percentage in the upper quartile, an increase in the male percentage in the upper quartile.

#### 4. Addressing the gap and gender imbalance

Create Partnership Trust (the Trust) recognises the gender imbalance between staff.

The Trusts pay gap of 28.1% is above the average 22.2% in the education sector (data from the office of national statistics).

The Trust is committed reducing this further and promoting a diverse and inclusive workforce. The Trust will take the following actions to further reduce the gap and address the gender imbalance.

- *continue our commitment to pay the living wage .*
- *use our applicant tracking system to review recruitment data to gain an understanding of unrepresented applicants within the Trust .*
- *encourage applications from underrepresented staff groups within our Trust.*
- *ensure salary grading is transparent on adverts to encourage salary discussions (in line with national terms and conditions).*
- *seek applicants from the widest talent pool possible. Including targeted advertising where possible and in line with equalities.*
- *ensure personal information is not included in shortlisting criteria and devise skills-based assessments for all vacancies.*
- *apply a mix of structured and unstructured interviews.*
- *promote all family friendly benefits such as parental leave, paternity leave shared parental leave and our commitment to flexible working.*
- *continuing to nurture our own talent with continuous professional development, coaching mentoring, and opportunities to network.*
- *ensuring all promotion opportunities are transparent accessible.*
- *ensuring all staff are aware of and fully engaged in the appraisal cycle and new starters understand how these fits into induction.*
- *Ensuring our people policies are regularly reviewed, communicated, accessible and have the flexibility to respond to exceptional circumstances.*
- *Keeping up to date with current research on gender pay gap and applying recommendations where possible.*



Collette O'Connell .....

Human Resources Manager

8<sup>th</sup> February 2024.