

Gender Pay Gap: Data and Overview 2023

Coastal Learning Partnership (CLP) is a multi-academy trust formed in 2020. As of 31st March 2023, there were 16 member schools. CLP's scheme of delegation allows individual schools to make a job offer and determine the salary rate that it offers an employee (with the exception of Headteacher positions) subject to adhering to the agreed national pay scales for teaching or support staff and in accordance with the CLP Pay Policy and HR advice.

The data required under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 is as follows (showing how much more males are paid above females in each instance):

Pay (Excluding Bonus)							
➤		Difference in mean pay between male and female employees:				25.21%	
➤		Difference in median pay between male and female employees:				26.00%	
Bonus Pay							
➤		Difference in mean bonus pay between male and female employees:				N/A	
➤		Difference in median bonus pay between male and female employees:				N/A	
➤		The proportion of male and female employees who received bonus pay:					
		➤	The number of employees in the data sample is:			N/A	
		➤	Percentage (%) of males receiving a bonus:			N/A	
		➤	Percentage (%) of females receiving a bonus:			N/A	
Salary Quartiles							
Pay Band	Pay Range (Hourly rate)		Number in sample			Proportion in sample	
	Minimum	Maximum	Male	Female	Total	Male	Female
1st Quartile	£9.18 (Apprentice)	£11.18	13	187	200	6.5%	93.5%
2nd Quartile	£11.18	£11.81	17	183	200	8.5%	91.5%
3rd Quartile	£11.81	£26.76	33	167	200	16.5%	83.5%
4th Quartile	£26.76	£95.87	33	166	199	16.58%	83.42%

Internal analysis indicates that when female and male employees who hold the same job role are compared, the mean salary for female staff is at least the same as that for their male comparator. The fundamental reason therefore for the identified gender pay gap is the disparity in proportion between



female and male employees in term-time only, part-time, lower paid roles in schools such as lunchtime supervisors and teaching assistants.

CLP is strongly committed to equal opportunities and will continue to monitor the salary levels that are paid to its post holders to ensure that consistent principles are applied in line with the nationally negotiated guidelines and local Pay Policy. All vacancies are advertised, with pay grades, and recruitment decisions are taken by a panel comprising of male and female colleagues.