



## Gender Pay Gap: Data and Overview 2024

Coastal Learning Partnership (CLP) is a multi-academy trust formed in 2020. As of 31<sup>st</sup> March 2024, there were 20 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 money males are paid above females in each instance):

Pay (Excluding Bonus)			
		2024	2023
➤	Difference in <b>mean</b> pay between male and female employees:	25.4%	25.21%
➤	Difference in <b>median</b> pay between male and female employees:	39.47%	26%
Bonus Pay			
➤	Difference in <b>mean</b> bonus pay between male and female employees:	N/A	
➤	Difference in <b>median</b> 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 <b>males</b> receiving a bonus:	N/A	
	➤ Percentage (%) of <b>females</b> receiving a bonus:	N/A	

### Salary Quartiles 2024

Pay Band	Pay Range (Hourly rate)		Number in sample			Proportion in sample	
	Minimum	Maximum	Male	Female	Total	Male	Female
1st Quartile	£10. (Apprentice)	£11.18	18	249	267	6.74%	93.26%
2nd Quartile	£11.18	£11.81	16	251	267	5.99%	94.01%
3rd Quartile	£11.81	£26.76	45	222	267	16.85%	83.15%
4th Quartile	£26.76	£95.87	43	223	266	16.17%	83.83%

### Salary Quartiles 2023

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.