

Gender Pay Gap Report

snapshot date 31 March 2025

Coastal Learning Partnership (CLP) is a multi-academy trust comprising twenty primary-phase schools. We are committed to fairness, equity, and transparency in our employment practices and welcome the opportunity to publish our statutory gender pay gap report.

The pay gap reflects workforce structure, with more women in lower-paid and part-time roles typical of the education sector.

We are taking the following actions to Reduce the Pay Gap:

Leadership development pathways are currently being explored in partnership with the school improvement team. Improving our offer to middle leaders will help secure senior leaders for our schools for the future and encourage women to feel confident in expressing interest in more senior positions. One module in the training can be specifically tailored to women in leadership.

Support for flexible working – we already support a number of flexible working requests and consider how senior roles may be undertaken on a more flexible basis, for example, part-time, job share or compressed hours.

Ongoing data monitoring will review our effectiveness in these areas and ensure the pay gap remains a priority.

Whilst CLP's gender pay gap reflects national patterns in primary education rather than unequal pay, we remain committed to closing this gap.

Percentage of men and women in each hourly pay quarter

Percentage of men and women in each hourly pay quarter	Men	Women
Upper hourly pay quarter	16.8%	83.2%
Upper middle hourly pay quarter	10.4%	89.6%
Lower middle hourly pay quarter	10.5%	89.5%
Lower hourly pay quarter	5.6%	94.4%

Mean and median gender pay gap using hourly pay

Mean gender pay gap using hourly pay	9.4%
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Median gender pay gap using hourly pay	23%
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Percentage of men and women who received bonus pay

Percentage of men and women who received bonus pay	Men	Women
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Percentage of men and women who received bonus pay	0%	0%
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Mean and median gender pay gap using bonus pay

Mean gender pay gap using bonus pay	Not applicable
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Median gender pay gap using bonus pay	Not applicable
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Employee headcount

Number of employees used to establish your headcount for gender pay gap reporting, on your snapshot date	500 to 999
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