

## Gender Pay Gap Reporting

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Specific Duties and Public Authorities, Gender Pay Gap Information) Regulations 2017 and as an employer with over 250 employees, The Bath and Mendip Partnership Trust is required to measure and report on the gender pay gap in the organisation.

We are required to publish the results on our own website and a government website. We will do this within one calendar year of March 31st 2019.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation. Under the regulations, we are required to report on the following six measures:

1. The difference in the mean pay of full pay women and men expressed as a percentage.
2. The difference in the median pay of full pay women and men expressed as a percentage.
3. The difference in the mean of bonus pay of women and men expressed as a percentage.
4. The difference in the median of bonus pay of women and men expressed as a percentage.
5. The proportion of women and men who received bonus pay.
6. The proportion of full pay women and men in each of the four quartiles.

### 1. The Mean Gender Pay Gap

Hourly Pay	Male	Female	Pay Gap
Mean	£15.66	£13.97	10.81%

### 2. The Median Gender Pay Gap

Hourly Pay	Male	Female	Pay Gap
Median	£11.20	£10.07	10.04%

The Partnership Trust did not pay any bonuses to staff and therefore do not need to report on measure 3, 4, and 5.

### 6. The proportion of women and men in each quartile

#### Quartile Percentages

	% Female	% Male
Lower Quartile	88.20%	11.80%
Lower Middle Quartile	83.80%	16.20%
Upper Middle Quartile	78.09%	21.91%
Upper Quartile	80.90%	19.10%
Total	82.75%	17.25%

## **Narrative of The Bath and Mendip Partnership Trust**

The Bath and Mendip Partnership Trust (formerly The Partnership Trust) is committed to promoting equal opportunities as defined by the Equalities Act 2010 regarding employment, regardless of age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation and this is reflected in the Equal Opportunities Policy. The Bath and Mendip Partnership Trust use pay scales for all teachers that follow the Schools Teachers' Pay and Conditions document. Non-teaching staff follow the pay scales set by the National Joint Council for Local Government Services. All pay scales for both teaching and non-teaching staff are reviewed on an annual basis. The Trust recognises TUPE protections where Academies join the Trust. The Bath and Mendip Partnership Trust is committed to providing training, development and opportunities to all staff.

In common with the Education sector the high proportion of staff are female and the majority of non-teaching roles are part time, term time only, which closely reflects the attendance hours of pupils. This has an impact on average salaries, however, it is recognised this flexibility influences applicants. Within the Trust, men and women in comparable roles are entitled to the same pay. The Trust consists of two special schools, two first schools, one infant school, one junior school, two primaries. One primary school have joined the Trust and the MAT has merged with another MAT since the snap shot date therefore these are not included in this data.

The report is based on a snap shot date of March 2019. The Trust on this date employed 713 staff; 590 female (82.75%) and 123 male (17.25%).

The Trust will monitor this data on an ongoing basis to reflect the potential growth and change within the Trust over the next reporting period.

I can confirm that the above information has been prepared from our payroll and financial data and fairly presents the Gender Pay Gap information for The Bath and Mendip Partnership Trust.

**Signed**

**Date: 2<sup>nd</sup> March 2020**

A handwritten signature in black ink that reads "D. Gregory". The signature is written in a cursive style with a large, sweeping flourish at the end.

David Gregory, CBE  
Chief Executive Officer  
The Bath and Mendip Partnership Trust