

Gender pay gap report – Nene Valley Partnership

SNAPSHOT DATE: 31/03/2024

Proportion of male and female employees according to quarter pay bands

| | QUARTER 1 (LOWER) | QUARTER 2 (LOWER MIDDLE) | QUARTER 3 (UPPER MIDDLE) | QUARTER 4 (UPPER) |
|---|-------------------|--------------------------|--------------------------|-------------------|
| Male (% males to all employees in each quarter) | 7% | 8% | 25% | 39% |
| Female (% females to all employees in each quarter) | 93% | 92% | 75% | 61% |

Difference in mean and median hourly rates of pay

| | DIFFERENCE IN THE MEAN HOURLY PAY | DIFFERENCE IN THE MEDIAN HOURLY PAY |
|--------------------------------------|-----------------------------------|-------------------------------------|
| Pay gap. % difference male to female | 37% | 65% |

Proportion of male and female employees who were paid bonus pay

| | PROPORTION RECEIVING A BONUS |
|--|------------------------------|
| Male employees (% paid a bonus compared to all male employees) | N/A |
| Female employees (% paid a bonus compared to all female employees) | N/A |

Difference in mean and median bonus pay

| | DIFFERENCE IN THE MEAN BONUS PAY | DIFFERENCE IN THE MEDIAN BONUS PAY |
|--------------------------------------|----------------------------------|------------------------------------|
| Pay gap. % difference male to female | N/A | N/A |

SUPPORTING STATEMENT

I can confirm that the information published here is accurate.

Signature: Claire Dale

Date: 23/03/2024

Status/position: HR Manager

OPTIONAL SUPPORTING NARRATIVE

The Nene Valley Partnership Trust is committed to the promotion of equality and supports fair treatment of all staff irrespective of their gender.

Our workforce is predominately female especially within the support staff group, which reflects the national average within the education sector and therefor the gap is significantly affected by this.

Male staff are predominantly teaching staff, middle leaders, and senior leaders. We have actively tried to balance male / female throughout all levels of the trust.

The overall Gender Pay Gap figure for the Trust reflects the workforce as opposed to gender pay inequalities.

OPTIONAL ACTION PLAN

We will continue to evaluate our job roles to ensure fair pay in each role and advertise each job with no gender bias.