



Nene Valley Partnership

Excellence in Education

Gender Pay Gap Report – Nene Valley Partnership.
Snapshot Date – 31.03.2025

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 - % male to all employees in each quarter	9.3%	19%	30.2%	57.1%
Female - % females to all employees in each quarter	90.7%	81%	69.8%	42.9%

Difference in mean hourly rates of pay:

Women's median hourly pay is 55.6% lower than men's – this mean they earned 44p for every £1 that men have earned when comparing hourly pay.

Women's mean average hourly pay was 34.5% lower than men's.

Operational 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 generally female especially within the support staff group, which reflects the national average within the education sector and therefore the gap is significantly affected by this.

Male staff are predominantly teaching staff, middle leaders and senior leaders. We actively try to balance male to female allocation throughout the Trust. The overall gender pay gap reflects the workforce at the time the snapshot is taken as opposed to gender pay inequalities.

