



OUR 2017 GENDER PAY GAP REPORT

We are passionate about fairness, equality and inclusion and are committed to pay equality.

Supporting Statement

The report below illustrates the gender distribution and pay by gender at The Diamond Learning Partnership Trust and each of its academies.

The DLPT supports the fair treatment of all staff regardless of gender through our transparent recruitment process, pay and professional development.

The Trust uses pay scales for all teachers that are aligned to the School Teachers Pay and Conditions Document, which are reviewed on an annual basis. For non-teaching staff we use pay scales set by the NJC (national Joint Council for Local Government Services). Staff moving through the pay scales for their grade based on performance in role.

Women make up a large proportion of the DLPT workforce with a significant proportion of women in senior leadership posts through the Trust. We are proud that our Chief Executive Officer and Deputy Chief Executive Officer are women and demonstrate strong and effective leadership throughout our Trust.

We are confident that men and women are paid equally for doing equivalent jobs across our organisation.

Declaration:

I confirm the data reported has been prepared from our payroll data on the snapshot date and fairly presents the gender pay gap information for both the Trust and each of the academies within the DLPT.



Susannah Connell

Lead Executive Headteacher and Chief Executive Officer

The Diamond Learning Partnership Trust

Headline gender pay gap figures

The gender pay gap is defined as the difference between the mean or median hourly rate of pay that male and female colleagues receive.

The mean pay gap is the difference between average hourly earnings of men and women. The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle-most salary.

The proportion of male and female in each pay quartile is the gender split when we order hourly rate of pay from highest to lowest and group into four equal quartiles.

These figures are provided in the chart below based on hourly rate of pay as at 31 March 2017. No bonus payments were made in the reporting period.

	Mean Gender Pay Gap	Median Gender Pay Gap	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Across the DLPT Academies	27.8%	50.5%	3.1% Male 96.9% Female	6.1% Male 93.9% Female	4.6% Male 95.4% Female	12.1% Male 87.9% Female

While we are confident that men and women are paid equally for doing equivalent jobs across the Trust, our gender pay gap demonstrates that women are paid higher than men largely due to a strong female representation at senior management level. At the moment there are fewer men in senior roles than women, as well as a higher proportion of women relative to men in lower scales. We also have a large number of part-time staff within our non-teaching staff.