

# Gender Pay Gap Report -2025

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## 1. Introduction

Create Partnership trust (the Trust) is required to report on the gender pay gap between our male and female employees.

The areas reported on are

- **Mean** pay gap - the hourly pay of all employees to calculate the difference between the mean hourly pay of men and the mean hourly pay of women.
- **Median** pay gap is the difference between the midpoints in the ranges of hourly earnings between male and female employees.
- **Bonus** difference in male and female employees receiving a bonus (not applicable to the Trust).
- **Quartile** pay gap – the percentage of males and females within four equal pay quartiles.

*Gender pay is the difference between males and females average pay, equal pay relates to work of equivalent value.*

## 2. Findings

*Snapshot data taken on 31<sup>st</sup> March 2025*

In Create Partnership Trust the gender make up of our staff is:



**88.74 % of Women**

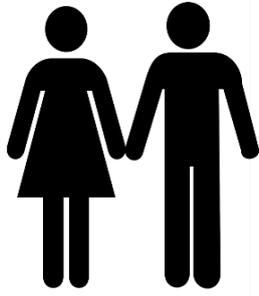


**11.26 % of Men**

Gender Pay Gap

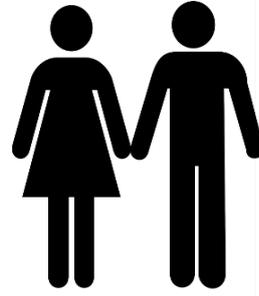
In Create Partnership Trust the gender pay gap is:

**Mean Pay Gap**



28.1%

**Median Pay Gap**



27.12%

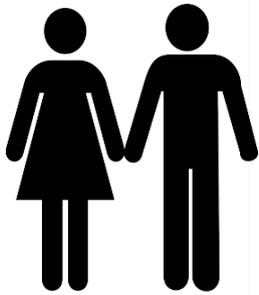
**Bonus Pay**

Create Partnership Trust does not pay bonuses to its staff.

**Pay by Quartiles**

In Create Partnership Trust the proportion of full-pay men and women in each of the four quartile pay bands is:

**Lower Quartile**



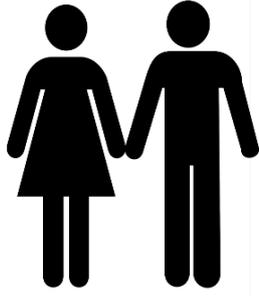
98.4% female 1.6 % male

**Lower Middle Quartile**



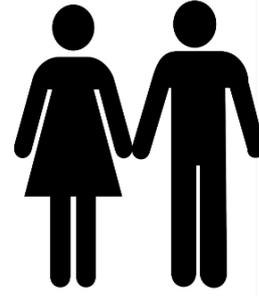
90.3% female 9.7 % male

### Upper Middle Quartile



84.1 female 15.9 male

### Upper Quartile



79.4 female 21% male

### 3. 2025 data in comparison to 2024

The Trusts' 2025 data shows

- The mean gender pay gap decreased.
- The median gender pay gap also declined.
- There was some improvement in male representation within the middle pay quartile.
- Overall workforce gender distribution became more balanced.
- Pay outcomes remain female-dominated across all quartiles.
- Male representation in the lower quartile decreased, widening disparity in the lowest-paid roles.
- Total pay levels for both men and women fell in 2025, although the gap between them narrowed.

### 4. Addressing the gap and gender imbalance

The Trust is committed reducing this further and promoting a diverse and inclusive workforce. The Trust will take the following actions to further reduce the gap and address the gender imbalance.

- Maintain our commitment to paying the Living Wage.
- Continue to provide anti bias training
- Utilise our applicant tracking system to review recruitment data and improve understanding of underrepresented applicant groups across the Trust.
- Encourage applications from underrepresented staff groups within the Trust.
- Ensure salary grading is clearly stated in job adverts to support open salary discussions, in line with national terms and conditions.
- Attract candidates from the widest possible talent pool, including the use of targeted advertising where appropriate and compliant with equality requirements.
- Continue to ensure personal information is excluded from shortlisting criteria and expand the use of skills-based assessments for all vacancies.
- Apply a blend of structured and unstructured interview techniques.
- Promote all family-friendly benefits and reinforce our commitment to flexible working.
- Continue to develop internal talent through ongoing professional development, coaching, mentoring, and networking opportunities.
- Ensure all promotion opportunities remain transparent and accessible.

- Ensure all staff understand and engage with the appraisal cycle, and that new starters are introduced to this as part of their induction
- Consider gender balance when succession planning to strengthen female progression into higher-paid roles
- Ensure gender-neutral language in job adverts and use balanced recruitment panels
- Regularly review, communicate, and maintain accessible people policies that can adapt to exceptional circumstances.
- Stay informed on current research relating to the gender pay gap and implement relevant recommendations where feasible



Collette O'Connell .....

Human Resources Manager

11<sup>th</sup> March 2026