



Partnership Learning

Gender Pay Gap Report for March 2025

As an employer of more than 250 staff, Partnership Learning is required by law to publish an annual Gender Pay Report under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Partnership Learning is within the 1,000 – 4,999 employees category for reporting purposes.

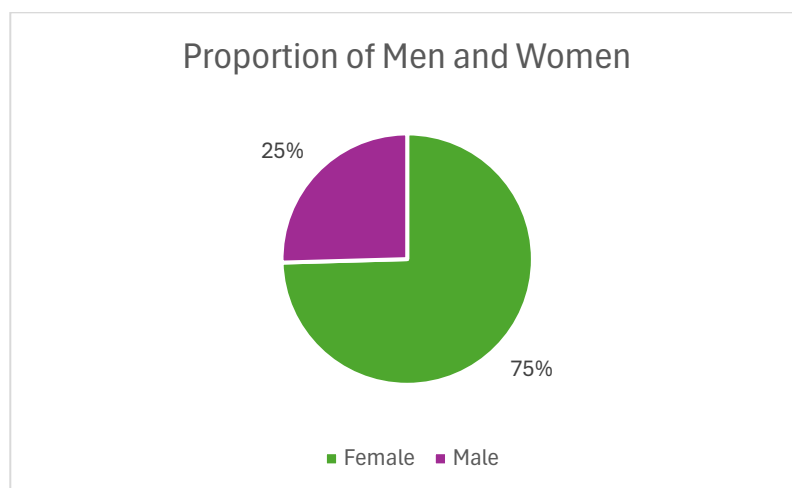
Data is captured annually at 31st March. For the purpose of this report this is at **31st March 2025** and covers:

- ❖ The difference in the mean hourly pay of men and women expressed as a percentage;
- ❖ The difference in median hourly pay of men and women expressed as a percentage;
- ❖ The proportion of men and women in each of the four quartile bands.

On 31st March 2025 Partnership Learning comprised of a central team and 18 schools:

- 8 Secondary schools
- 5 Primary schools
- 2 All-through schools
- 2 Junior schools
- 1 Special school

For the purposes of reporting the Gender Pay Gap there were a total of 1765 ‘relevant employees’ split male 449, female 1316 as shown:



Partnership Learning is committed to the fair and equitable treatment of all staff irrespective of protected characteristics, including gender.

The Gender Pay Gap is a high level, non-adjusted indicator of male and female earnings which is affected by workforce distribution and composition, and irrespective of their role, work pattern, seniority or which location in which they are paid (inner London, outer London, fringe or national).



Partnership Learning

Equal pay is the right for men and women to be paid the same when doing the same or equivalent work. This is a legal requirement and Partnership Learning is an equal pay employer in line with pay legislation.

Partnership Learning aligns to the School Teachers Pay and Conditions Document for Teaching staff, and the National Joint Council for Local Government Services (NJC) Green Book terms and conditions including any local agreements that may be in place for all support staff.

Partnership Learning Data

Snapshot date: 31st March 2025

Difference in mean hourly rates of pay = 17.3%

This identifies the difference between the mean hourly rate of pay of male and female relevant employees, expressed as a percentage.

Difference in median hourly rates of pay = 35.9%

This identifies the difference between the median hourly rate of pay of male and female relevant employees, expressed as a percentage.

Bonus payments: None were paid in 2024/25 hence no requirement to report

Proportion of Males and Females in each quartile pay band

This identifies the difference between the median hourly rate of pay of male and female full-pay relevant employees, expressed as a percentage.

	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
Male (% male to all employees in each quartile)	35.1%	26.9%	22.7%	16.8%
Female (% female to all employees in each quartile)	64.9%	73.2%	77.3%	83.2%

Partnership Learning remains committed to give everyone equal opportunities to participate, realise their full potential and succeed. A diverse workforce allows a varied range of experiences, perspectives and skills, giving depth and strength to the offer in our schools and to the benefit of our students.

Sarah Fryer
Director of HR
Partnership Learning