

### Gender Pay Gap Summary - March 2023

<b>Full Pay Mean Gender Pay Gap</b> 17.5%	<b>Full Pay Median Gender Pay Gap</b> 19.6%	<b>Proportion of Bonus to Males</b> 0.0%									
<b>Bonus Pay Mean Gender Pay Gap</b> 0.0%	<b>Bonus Pay Median Gender Pay Gap</b> 0.00%	<b>Proportion of Bonus to Females</b> 0.0%	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr><th colspan="2"></th><th style="text-align: center;">M</th><th style="text-align: center;">F</th></tr> <tr><td style="text-align: center;"><b>Median Hourly Rate</b></td><td style="text-align: center;">£</td><td style="text-align: center;">13.21</td><td style="text-align: center;">£ 10.61</td></tr> </table>			M	F	<b>Median Hourly Rate</b>	£	13.21	£ 10.61
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<b>Mean Bonus</b>	£	-	£ -								
<b>Proportion Full Pay M/F in each Band</b>											
Rate	M	F	M	F							
£ -	£ 10.20	9	58	13.43% 86.57%							
£ 10.20	£ 10.74	18	141	11.32% 88.68%							
£ 10.74	£ 14.48	27	89	23.28% 76.72%							
£ 14.48		30	84	26.32% 73.68%							

<b>Supportive Statement</b>
Understanding
<p style="text-align: center;">Supportive Statement</p> <p style="text-align: center;">Understanding:</p> <p>The Special Partnership Trust is an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.</p> <p>This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation. It does not involve publishing individual employee’s data. We are required to publish the results on our own website and a government website. The six calculations are: mean gender pay gap; median gender pay gap; mean bonus gender pay gap; median bonus gender pay gap; proportion of males and females receiving a bonus payment; and proportion of males and females in each quartile band.</p> <p style="text-align: center;">We can use these results to assess:</p> <ul style="list-style-type: none"> <li>* the levels of gender equality in our workplace</li> <li>* the balance of male and female employees at different levels</li> <li>* how effectively talent is being maximised and rewarded</li> </ul> <p>Gender Pay Reporting requires our organisation to make calculations based on employee gender. We have established this by using our existing payroll records.</p> <p style="text-align: center;">The results of the statutory calculations are listed above.</p>
<b>Measures</b>
<p style="text-align: center;">Measures:</p> <p>The Special Partnership Trust is an equal opportunities employer and does not discriminate in any way (as defined by the Equalities Act 2010 and other relevant legislation), regarding recruitment, performance management and employee career development opportunities.</p> <p>All employees are treated equally, regardless of gender, in the terms and conditions of their employment contract if they are employed to do:</p> <ul style="list-style-type: none"> <li>* ‘like work’ (ie work that is the same or broadly similar)</li> <li>* work found to be of equal value in terms of effort, skill or decision making.</li> </ul> <p style="text-align: center;">The Trustees have reviewed this Gender Pay Gap data and will continue to monitor and take action as appropriate.</p>