Gender Pay Gap Summary - March 2022

Full Pay Mean Gender Pay Gap	Full Pay Median Gender Pay Gap	Proportion of Bonus to Males
12.0%	10.4%	0.0%

Bonus Pay Mean Gender Pay Gap	Bonus Pay Median Gender Pay Gap	Proportion of Bonus to Females
0.0%	0.00%	0.0%

	M	F
Median Hourly Rate	£ 10.50	£ 9.40

	M	F
Mean Hourly Rate	£ 14.97	£ 13.07

	M	F
Median Bonus	£ -	£ -

	M	F
Mean Bonus	£ -	£ -

Proportion Full Pay M/F in each Band					
Rate		M	F	M	F
£ -	£ 9.17	11	79	12.22%	87.78%
£ 9.17	£ 9.40	11	54	16.92%	83.08%
£ 9.40	£ 12.09	10	66	13.16%	86.84%
£ 12.09		18	58	23.68%	76.32%

Supportive Statement

Understanding

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.

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.

We can use these results to assess:

* the levels of gender equality in our workplace
* the balance of male and female employees at different levels
* how effectively talent is being maximised and rewarded

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We have established this by using our existing payroll records.

The results of the statutory calculations are listed above.

Measures

The Special Partneship 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.

All employees are treated equally, regardless of gender, in the terms and conditions of their employment contract if they are employed to do:
* 'like work' (ie work that is the same or broadly similar)
* work found to be of equal value in terms of effort, skill or decision making.

The Trustees have reviewed this Gender Pay Gap data and will continue to monitor and take action as appropriate.