

## Gender Pay Gap Summary 2024-25

The Special Partnership Trust is an employer required by law to carry out Gender Pay Gap 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.

The results can be used to assess the following:

- \* 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 below.

Special Partnership Trust data is the snapshot for 5th April 2024

Full Pay Mean Gender Pay Gap		Full Pay Median Gender Pay Gap		Proportion of Bonus to Males			M		F	
15%		13%		0%		Median Hourly	£	14.06	£	12.23
0%		0%		0%		Mean Hourly Rate	£	21.08	£	17.95
0%		0%		0%		Median Bonus	£	-	£	-
0%		0%		0%		Mean Bonus	£	-	£	-

Hourly Pay	M	Male	F	Female
Upper Quartile %	33	25%	99	75%
Upper Middle Quartile %	29	22%	103	78%
Lower Middle Quartile %	15	11%	117	89%
Lower Quartile %	18	14%	115	86%

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.

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.

