

## Gender Pay Gap Report – March 2024

As an employer of over 250 employees, we are required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Southport Learning 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.

The Staff Pay Policy sets out the framework for making decisions on employees’ pay. It has been developed to comply with current legislation, the requirements of the School Teachers’ Pay and Conditions Document (STPCD), the National Joint Council for Local Government Services National Agreement on Pay and Conditions of Service (‘Green Book’) and in accordance with the principles of public life – objectivity, openness and accountability.

All employee policies are available on our website – [www.southportlearningtrust.org/employee-policies](http://www.southportlearningtrust.org/employee-policies)

At the snapshot date of 31st March 2024, the Trust had 636 employees who count as full pay relevant employees (the definition used for reporting gender pay). There were 477 females (75%) and 159 males (25%).

### Difference in hourly rate

Mean	Median
Women’s mean hourly rate is <b>7.1% lower</b> than men’s	Women’s median hourly rate is <b>12% lower</b> than men’s

### Pay Quartiles

	Quartile 1 (Lower)	Quartile 2 (Lower Middle)	Quartile 3 (Upper Middle)	Quartile 4 (Upper)
Male	18.9%	25.2%	27.7%	28.5%
Female	81.1%	74.8%	72.3%	71.5%

### Bonus Pay Gap

No bonuses were paid during the period.