



## 2018 Gender Pay Gap Report

Plymouth Learning Partnership currently has 229 employees and has chosen to publish our annual gender pay gap results.

### Pay and Bonus Gap

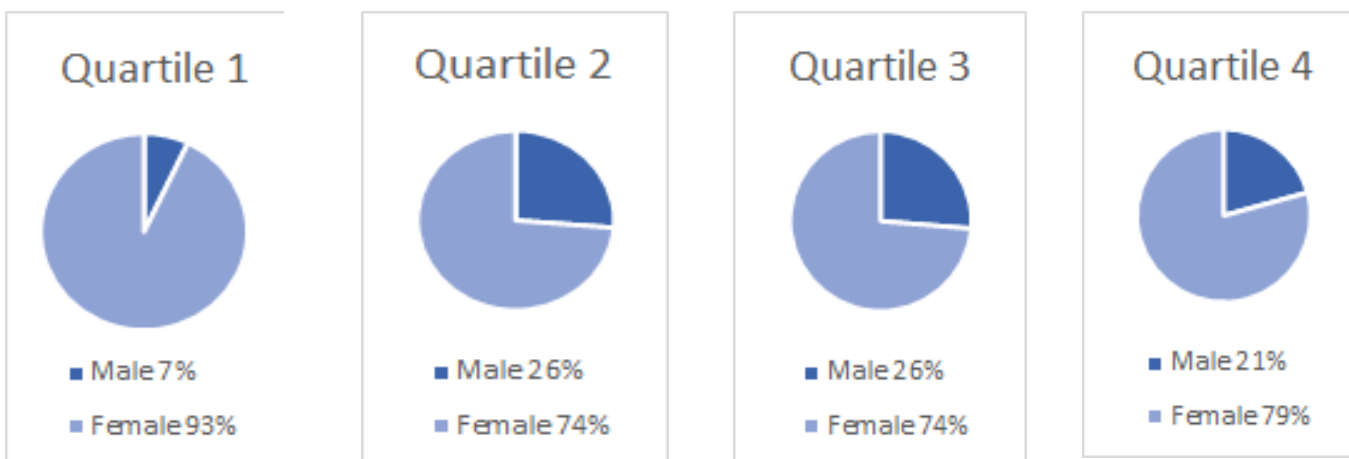
The table below shows our overall mean and median gender pay gap, the calculations are based on hourly rates of pay as at the snapshot date of 4<sup>th</sup> April 2018, Plymouth Learning Partnership does not make bonus payments to staff so are making a nil return for this data.

	Mean	Median
Hourly Pay	3.1%	0%
Bonus Pay	0%	0%

The mean average standard of hourly rate of pay for female staff is 3.1% lower than that of male employees and the median average standard of hourly rate is showing no difference.

### Pay Quartiles

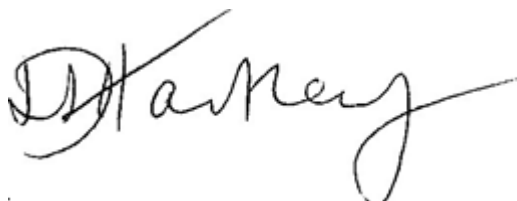
The graphs shown below illustrate the gender distribution at Plymouth Learning Partnerships across four equally sized quartiles each containing 57 employees, they are calculated in ascending order by rates of pay, from the lowest (quartile 1) to the highest (quartile 4).



Plymouth Learning Partnership is confident that men and women are paid equally for doing equivalent jobs and our analysis of the mean hourly pay calculation demonstrates that the 3.1% pay gap it shows is driven by the staffing structure of our organisation and not by differences in pay between male and female employees.

Plymouth Learning Partnership will continue to take targeted action to reduce the pay gap further and to ensure that all staff are paid equally.

This report has been produced according to the guidelines for reporting on the gender pay gap and I confirm the data reported is accurate to the best of my knowledge.

A handwritten signature in black ink, appearing to read 'L Hartley', with a long horizontal flourish extending to the right.

Lisa Hartley  
Chief Executive Officer  
Plymouth Learning Partnership