

Snapshot date: 1st March 2019

Difference in mean and median hourly rate of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference male to female	23.28%	38.78%

Difference in mean and median bonus pay

	Difference in the mean bonus pay	Difference in the median bonus pay
Pay gap. % difference male to female	None	None

Proportion of male and female employees who were paid bonus pay

	Proportion receiving a bonus
Male employees (% paid a bonus compared to all male employees)	None
Female employees (% paid a bonus compared to all female employees)	None

Proportion of male and female employees according to quartile pay bands

	Quartile 1. Lower	Quartile 2. Lower middle	Quartile 3. Upper middle	Quartile 4. Upper
Male (% males to all employees in each quartile)	25%	25%	29%	48%
Female (% females to all employees in each quartile)	75%	75%	71%	52%

Supporting statement

I confirm that the information published here is accurate.

Signature:

S. Rogers

Date:

28.3.19

Status/position:

Business Manager

Supporting Narrative

This narrative helps anyone reading this statement to understand the organisation's view of why a gender pay gap is present.

As a large secondary academy trust, the profile of our staffing shows 173 Females and 80 Males, this explains why the pay gap appears wider. We are aware that the majority of our supporting staff are female, who are paid lower than our male employees who are mainly employed in a teaching role.

We ensure that our job roles are evaluated to ensure fair pay in each role and advertise each job with no gender bias.