

REPORT

Gender pay gap report

SNAPSHOT DATE: 31/03/2018

Difference in mean and median hourly rates of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference male to female	18.70%	28.55%

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	0	0

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)	0
Female employees (% paid a bonus compared to all female employees)	0

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)	19.71%	23.36%	28.26%	42.75%
Female (% females to all employees in each quartile)	80.29%	76.64%	71.74%	57.25%

SUPPORTING STATEMENT

I can confirm that the information published here is accurate.

Signature: Jason Horvath

Date: 29th March 2019

Status/position: EXECUTIVE FINANCE DIRECTOR

OPTIONAL SUPPORTING NARRATIVE

As an Educational trust, our personnel comprise of both teaching and support staff. Teaching colleagues are paid within our specified pay range and are incremented equally based on performance, with no gender bias. For non-teaching colleagues pay scales set by the National Joint Council are used. All job roles are evaluated to ensure fair pay for the role and are advertised with no gender bias. All members of support staff working in the same titled role are paid within the same grade range, regardless of their gender.