

Gender Pay Gap Report April 2019

SNAPSHOT DATE: 31ST MARCH 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	17.7	23.9

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	n/a	n/a

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)	0.00
Female employees (% paid a bonus compared to all female employees)	0.00

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)	5.8	3.8	15.4	10.6
Female (% females to all employees in each quartile)	94.2	96.2	84.6	89.4

SUPPORTING STATEMENT

I can confirm that the information published here is accurate.



Signature:

Date:4th April 2019.....

Status/position:Director of Finance.....

OPTIONAL SUPPORTING NARRATIVE

As a primary academy trust we are aware that the majority of our teaching staff are female. We are actively seeking to recruit more male teachers to address the balance. We also ensure that our job roles are evaluated to ensure fair pay in each role and advertise each job with no gender bias.