

# Gender Pay Gap Report March 2020

SNAPSHOT DATE: 31<sup>st</sup> MARCH 2019

**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	10.2	19.4

**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)	7.5	4.5	13.4	6.7
Female (% females to all employees in each quartile)	92.5	95.5	86.6	93.3

**SUPPORTING STATEMENT**

I can confirm that the information published here is accurate.



Signature: .....

Date: .....2<sup>nd</sup> March 2020.....

Status/position: .....Head of Human Resources.....

**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.