

Gender Pay Gap Report 2019



Our Trust has produced this gender pay gap report in line with the requirements set out in the Equality Act using guidance from the gender pay gap service, this is a requirement for employers with more than 250 employees.

The figures are based on a snapshot of employee data as at 31st March 2018.

No bonuses were paid during the period.

Mean and Median Gender Pay Gap

Mean Pay Gap	Hourly Pay	Median Pay Gap	Hourly Pay
Male	£22.49	Male	£22.56
Female	£18.36	Female	£17.08
Female Hourly Rate is	18% lower (1% lower than prior)	Female Hourly Rate	24% lower (2% lower than prior)

Gender Pay Gap Quartile Analysis

Quartile Analysis	Male	Female
Lower	17%	83%
Lower Middle	32%	68%
Upper Middle	38%	62%
Upper	46%	54%

Observations

As an employer and in line with government statistics for the sector we employ more female staff than male. In the case of this sample 66% of our relevant employees were female.

In terms of gender parity our upper quartile of pay has close gender parity, this is in line with our gender pay gap from the prior year. We also have a higher number of female staff in the upper middle quartile, again in line with our prior year position.

However, we have seen an increase in female employees in our lower quartiles. This is reflective of the trend in the sector and in line with the both School Workforce data, which notes that the concentration of female employees in the support staff roles will influence national figures for academies. In line with our observations from last year, the attractiveness of school hour term time only posts is mainly to individuals with the main caring responsibilities for families. As a result we are conscious that the trend of female employees being attracted to these posts is likely to continue. These posts are predominantly classroom support or administrative posts.

In order to get a comparator for our gender pay gap mean and median numbers the Office for National Statistics - Annual Survey of Hours and Earnings (Oct 2017) data suggests female staff working in the education sector earn on average 26.3% less than men in England, Scotland and Wales. So based on the snapshot data the Trust's gender pay gap is better than the average for the sector.