

## 2017 GENDER PAY GAP REPORT

Gender pay gap reporting requires employers with 250 or more employees to publish statutory calculations each year showing the pay gap between male and female employees. The data in this report has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and using the ACAS guidance.

The figures are based on employee data as at 31<sup>st</sup> March 2017. On this date the Trust employed 336 individuals. 230 of these individuals were female and 106 were male.

No bonuses were paid during the period.

### MEAN GENDER PAY GAP IN HOURLY PAY

**MALE:** £20.64

**FEMALE:** £17.04

Female hourly rate is 17% lower

### MEDIAN GENDER PAY GAP IN HOURLY PAY

**MALE:** £19.63

**FEMALE:** £15.38

Female hourly rate is 22% lower

### PROPORTION OF MALES AND FEMALES IN EACH QUARTILE BAND

	MALE	FEMALE
LOWER	29%	71%
LOWER MIDDLE	18%	82%
UPPER MIDDLE	33%	67%
UPPER	46%	54%

Our upper quartile of pay has close gender parity and our upper middle has a higher proportion of female than male. These roles are almost entirely teaching staff. Government statistics from 2016 showed that across the UK 74% of teaching roles were filled by women and as may therefore be expected we employ more female teachers than male.

With regard to the lower quartiles, as a school we offer a number of posts which are term time only and school hours only. These posts are usually administrative or classroom support which tend to be lower paid posts. This type of post is attractive to individuals who have the main caring responsibility for children. Within the population a greater proportion of women have this responsibility. It is likely that this is the main reason that our lower quartiles of pay have a higher proportion of females.