



# GENDER PAY GAP REPORT

SNAPSHOT DATE: 31 MARCH 2022

## 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	-16.49%	-37.95%

## 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	None paid	None paid

## 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)	None paid
Female employees (% paid a bonus compared to all female employees)	None paid

**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)	11.36%	27.82%	34.09%	39.85%
Female (% females to all employees in each quartile)	88.64%	72.18%	65.91%	60.15%

**SUPPORTING STATEMENT**

I can confirm that the information published here is accurate.

Signature:  .....

Date: 01/03/2023

Status/position: CFO .....

**SUPPORTING NARRATIVE**

Within our Trust the majority of our executive leaders are female, who are paid higher than male employees who are mainly employed as senior leaders or teaching staff. We are actively seeking to encourage diversity in all applications to address the balance and advertise each job with no gender bias. Our pay policy outlines our approach to pay in the Trust and roles are remunerated based on set salary scales for support and teaching staff. Pay scales for teachers and increases to both scales are set nationally and not by the Trust. Progression through salary scales is based on length of service regardless of gender.