

SNAPSHOT DATE: 31 MARCH 2020

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	28.6%	35.3%

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%
Female employees (% paid a bonus compared to all female employees)	0%

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)	3.3%	12.5%	10.3%	19.8%
Female (% females to all employees in each quartile)	96.7%	87.5%	89.7%	80.2%

SUPPORTING STATEMENT

I can confirm that the information published here is accurate.

Signature: 

Date:4 October 2021.....

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

OPTIONAL SUPPORTING NARRATIVE

Flying High Trust is an equal opportunities employer and is firmly committed to the fair treatment of all employees irrespective of gender. The Trust operates an open and transparent system of recruitment and affords professional development opportunities to all staff. All posts are evaluated and pay rates are aligned to nationally agreed pay scales. All male and female employees within the same job role are paid within the same pay band. The gender pay gap analysis does not take into account the composition or distribution of the workforce. Flying High Trust is largely made up of female employees – and this is why the majority of staff in both lower and upper pay quartiles are predominantly female. Therefore, the overall gender pay gap reflects the composition of the workforce as opposed to discriminatory pay practices.