



**Flying
High
Partnership**

Snapshot Date: 31 March 2021

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	29.8%	42.0%

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	Not Applicable	Not Applicable

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)	Not Applicable
Female employees (% paid a bonus compared to all female employees)	Not Applicable

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)	2.3%	9.8%	14.8%	18.7%
Female (% females to all employees in each quartile)	97.7%	90.2%	85.2%	81.3%

SUPPORTING STATEMENT

I can confirm that the information published here is accurate.

Signature: 

Date:30/03/22.....

Status/position:HR Business Partner

OPTIONAL SUPPORTING NARRATIVE

The Trust is an equal opportunities employer and as such it ensures its employees are treated fairly and equitably regardless of their sex, gender, or any other protected characteristic they may have as defined by the Equality Act 2010. Our pay, recruitment and appraisal policies are therefore designed to ensure men and women are paid equally for the same or equivalent work and we also maintain a commitment to stick to nationally recognised payscales for our cohort of teaching and support staff.

The Trust recognises that there is a gender pay gap currently, but we are confident that this does not stem from paying men and women differently for the same or equivalent work. We have concluded that the gender pay gap is the result of the roles in which men and women work within our organisation and the salaries that these roles attract. To provide additional context, our workforce is disproportionately made up of female employees (which is commonplace for organisations that sit within the education sector) and the majority of our staff in both lower and upper pay quartiles are female as a consequence of this. Whilst acknowledging that there are factors that are in large part outside of our control that contribute to the gender pay gap, we are actively considering measures that may help to reduce this.