



**Snapshot Date: 31 March 2022**

**Difference in mean and median hourly rates of pay**

	<b>Difference in the mean hourly pay</b>	<b>Difference in the median hourly pay</b>
Pay gap. % difference male to female	27%	39%

**Difference in mean and median bonus pay**

	<b>Difference in the mean bonus pay</b>	<b>Difference in the median bonus pay</b>
Pay gap. % difference male to female	Not Applicable	Not Applicable

**Proportion of male and female employees who were paid bonus pay**

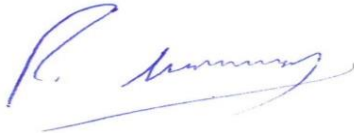
	<b>PROPORTION RECEIVING A BONUS</b>
Male employees (% paid a bonus compared to all male employees)	Not Applicable
Female employees (% paid a bonus compared to all female employees)	Not Applicable

**Proportion of male and female employees according to quartile pay bands**

	<b>QUARTILE 1 (LOWER)</b>	<b>QUARTILE 2 (LOWER MIDDLE)</b>	<b>QUARTILE 3 (UPPER MIDDLE)</b>	<b>QUARTILE 4 (UPPER)</b>
Male (% males to all employees in each quartile)	2.0%	9.9%	14.6%	16.3%
Female (% females to all employees in each quartile)	98.0%	90.1%	85.4%	83.7%

**SUPPORTING STATEMENT**

I can confirm that the information published here is accurate.



Signature: .....

Date: ...29/03/23.....

Status/position: .....HR Business Partner .....

**OPTIONAL SUPPORTING NARRATIVE**

The Trust takes great pride in being an equal opportunities employer and is committed to treating its employees with fairness and equity, regardless of their sex, gender, or any other protected characteristic as outlined by the Equality Act 2010. Our policies surrounding pay, recruitment, and appraisal have been specifically designed to ensure that both men and women receive equal pay for the same or similar work. Furthermore, we have made a steadfast commitment to adhering to nationally recognised payscales for all of our teaching and support staff.

While we acknowledge that there is currently a gender pay gap within our organisation, we are confident that this is not a result of paying men and women differently for the same work. Instead, we recognise that the roles in which men and women work within our organisation, and the salaries that are associated with these roles, are contributing factors. We also recognise that our workforce is predominantly female, which is a common trend within the education sector.

Although there are external factors that contribute to the gender pay gap, the Trust is actively considering measures to reduce this gap. We are committed to providing a workplace where all our employees feel valued and supported, and we will continue to strive towards achieving gender equality in all aspects of our organisation.