

Gender pay gap report

Snapshot date: 31.03.2021

Difference in mean and median hourly rate of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference male to female	1.6	5.4

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	Nil	Nil

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

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)	17.57	38.67	28.00	32.43
Female (% females to all employees in each quartile)	82.43	61.33	72.00	67.57

Supporting statement

I confirm that the information published here is accurate.

Signature:



Date: 21st April 2021

Status/position: Executive Headteacher

Optional supporting narrative

As an Academy Trust we are aware that the majority of our staff are female (70.47%). These females are made up of both Teaching and Support staff. A higher percentage are paid on a greater hourly pay range due to their role in school compared to male employees.

These mean and median figures are not a true reflection compared to previous years due to the non-requirement of exam invigilators and some furloughed staff who make up a higher percentage of those females on a lower hourly rate.

We ensure that all our job roles are advertised with no gender bias resulting in fair pay in each role.

For information purposes a teachers weekly hours have been calculated using the school timetabled week which is 32.5 hours.