

# Gender pay gap report

Snapshot date: 31.03.2022

## 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	11.0	21.4

## 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)	11.43	28.57	40	34.29
Female (% females to all employees in each quartile)	88.57	71.43	60	65.71

## Supporting statement

I confirm that the information published here is accurate.

Signature:



Date: 1<sup>st</sup> September 2022

Status/position: Executive Headteacher

## Optional supporting narrative

As an Academy Trust we are aware that the majority of our staff are female (71.43%). 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 may on first glance appear to have a greater variation to last year as last year figures (during Covid) were distorted due to the non-requirement of exam invigilators and some furloughed staff who do 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.