

Gender Pay Gap Report 2018-19

Mean gender pay gap:	Women's hourly rate is 5.1% lower
Median gender pay gap:	Women's hourly rate is 2.7% lower
Mean bonus gap:	Women's mean bonus pay is 37.3% lower
Median bonus gap:	Women's median bonus pay is 9.1% lower
Male bonus proportion:	11.1%
Female bonus proportion:	7.6%

Hourly rate quartile bands		
Quartile	Males (%)	Females (%)
Lower	23.2	76.8
Lower middle	12.5	87.5
Upper middle	23.2	76.8
Upper	36.8	63.2

This report contains the statutory disclosure of the Trust's gender pay gap. All companies with 250 or more employees are required to publish their gender pay gap under legislation that came into force in April 2017.

The gender pay gap is not the same as equal pay. Equal pay is the legal requirement that men and women be paid the same amount for equal roles. The gender pay gap is the difference between the gross hourly earnings or bonus pay for both men and women across an organisation.

Our figures indicate that the mean and median hourly rate of women is lower than the mean and median hourly rate of men at the Trust. Further that fewer women received bonuses this period than men, and that mean and median bonus pay was lower for women.

We have considered these figures in detail. The Trust has an agreed payscale for teaching, non-teaching and leadership roles which is applied consistently to all staff. We are confident that no female employee is paid a lower wage for doing the same job as a male employee.

Following analysis of our data we have concluded that the following factors contribute significantly to our gender pay gap:

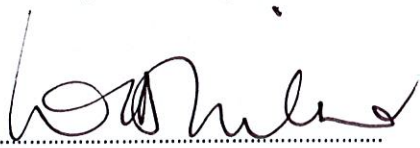
- The non-teaching payscale is lower than the teaching and leadership payscales. In this reporting period 66% of the school's non-teaching staff are female.
- Of the new or recently qualified teaching staff (paid on the lowest four points of the teaching payscale) 92% are female.

We also note that:

- Currently 70% of staff paid on the Leadership scale are female
- In the academic year 2017-18 85% of appointments were of female staff
- In the academic year 2017-18 recruitment of Leadership staff comprised 50% males and 50% females

As regards bonuses, these are awarded sparingly at the Trust (19 bonuses this reporting period with a median value of £250.00). We have re-examined individual bonuses carefully and are satisfied that all were awarded fairly and properly. In our view the bonus gap and the difference in the proportion of bonuses awarded is an isolated incident not indicative of any trend. However, these figures will be closely monitored going forwards and any developing patterns will be addressed.

I confirm that the information published here is accurate

Signature 

Geoff Wilmot, Chief Operating Officer