

Gender pay gap report

SNAPSHOT DATE: 31 MARCH 2020

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	32.72%	56.47%

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	N/A	N/A

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)	N/A
Female employees (% paid a bonus compared to all female employees)	N/A

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)	6 (11)	7(8)	44 (4)	100 (1)
Female (% females to all employees in each quartile)	94 (178)	93 (101)	56 (5)	0

SUPPORTING STATEMENT

I can confirm that the information published here is accurate.

Signature: ... 

Date: ...05/10/2021.....

Status/position: ...Finance & Operations Director.....

OPTIONAL SUPPORTING NARRATIVE

The Trust as a Primary Academies Trust employs more women than men. This is part of a wider context where Primary education seems to attract more females into teaching and support roles than men. The Trust have maintained the pay scales from the borough in which their schools transitioned from and all employees are treated fairly and in line with

As a primary academy trust we are aware that the majority of our teaching staff are female who are paid higher than our male employees who are mainly employed in a supporting role. We are actively seeking to recruit more male teachers to address the balance. We also ensure that our job roles are evaluated to ensure fair pay in each role and advertise each job with no gender bias.

The figures need to be recognised in the context of the schools. Certain roles such as Teaching Assistants and Midday Meals Supervisors are predominately women. We have equality when recruiting but these roles tend to attract all female fields. It also needs to be noted that our highest paid member of staff (CEO) is a male. This has had an impact on the pay gap. However, we have two educational executive leads, one male, one female who are both paid on an equal rate of pay.