

GENDER PAY GAP REPORTING

SNAPSHOT DATE: 31ST MARCH 2024



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	15.62%	27.67%

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	0	0

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)	0
Female employees (% paid a bonus compared to all female employees)	0

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)	15.99%	15.91%	20.98%	29.07%
Female (% females to all employees in each quartile)	84.01%	84.09%	79.02%	70.93%

SUPPORTING STATEMENT

I can confirm that the information published here is accurate.

Signature: 

Date: 13/11/2024

Status/position: Director of People

OPTIONAL SUPPORTING NARRATIVE

Due to the nature of school time working hours and term time only working weeks, our many support positions suit workers with family care responsibilities, which leads to many of those posts being filled by female workers, although all the positions are open to all.