

## Gender pay Gap report

Mar-22	Gender	Median Gender Hourly Rate	Median Gender Hourly Gap Percentage	Mean Gender Hourly Rate	Mean Gender Hourly Gap Percentage	Lower	Lower Middle	Upper Middle	Upper
		£	%	£	%	%	%	%	%
	Female	14.89	22.2	17.56	13.10	78.71	78.37	70.61	64.95
	Male	19.13		20.21		21.29	21.63	29.39	35.05
<b>Mar-21</b>									
	Female	13.72	30	17.06	20.00	86.04	78.38	68.47	64.41
	Male	19.62		21.19		13.96	21.62	31.53	35.59

### Introduction

Our gender pay gap report shows the difference in the average earnings between men and women. It is the difference between the hourly rates of pay of full pay on a mean (average) and median (middle) basis. Gender pay is not the same as equal pay reporting. We are an equal pay employer and ensure our pay is fair at every level.

### Our People

		2022	2021
Total staff	Men	27%	26%
	Women	73%	74%

The majority of our staff are female at most levels in the organisation . This is in common in schools nationally

In lower paid roles 79% of our staff are women and this impacts on our gender pay gap. If the lower quartile were equal in men and women our mean gap would be reduced significantly. At Executive and Senior Leadership Team 66% of staff are female (Prior year 60%)