

Gender pay Gap report - March 2018

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

		2018	2017
Men's hourly pay percentage higher than women's	Mean	16%	15%
	Median	16%	32%
No bonus payments were paid in either year			

Total staff		2018	2017
	Men	22%	24%
	Women	78%	76%

We are delighted that our median pay gap has decreased from 32% to 16% in the year. The median salary for men has remained at £17 an hour whilst for women it has increased from £11 to £14 an hour.

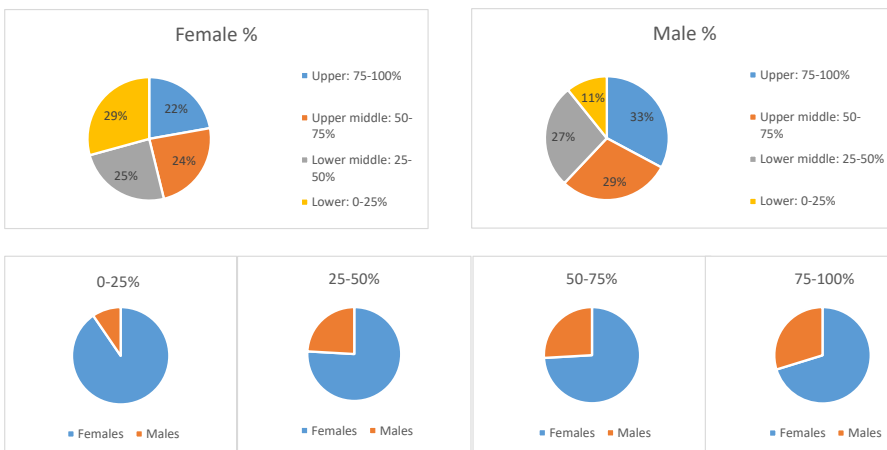
A high proportion of our staff are female with women outnumbering men at all levels. This is common in the teaching profession.

However in lower paid roles 90% 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. 30% of women are in the lower quartile and 10% of men. This compares to 23% women and 33% of men in the upper quartile.

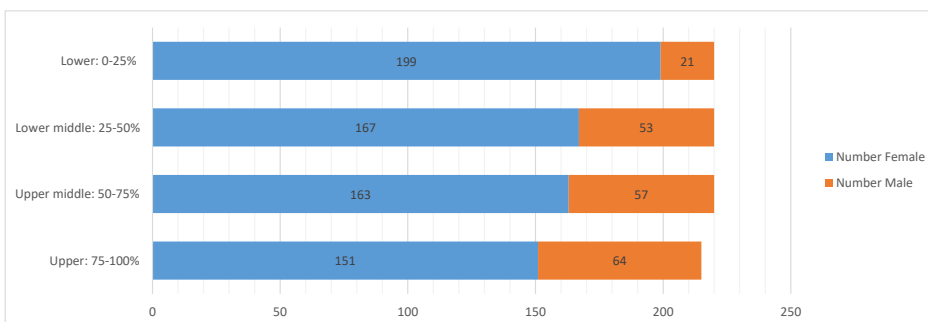
Our gender balance at Executive and Head teacher level has changed in the year so we are now 47% men, 53% women (2017 55%: 45%). At Executive and Senior Leadership Team we are 62% women and our pay gap for this group is as follows:

		2018
Men's hourly pay percentage higher than women's	Mean	5.6%
	Median	11.6%

Proportion of men and women in each quartile



Number of men and women in each quartile



Our plans

We will continue to

- To be an equal opportunities employer in terms of recruitment and progression
- To monitor our pay, policies and practices to ensure they are fair
- To offer flexible working for both men and women
- To monitor our gender pay gap and trends