

Gender pay Gap report - March 2019

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

		2019	2018	2017
Men's hourly pay percentage higher than women's	Mean	18%	16%	15%
	Median	28%	16%	32%
No bonus payments were paid				

		2019	2018	2017
Total staff	Men	22%	22%	24%
	Women	78%	78%	76%

The mean salary for the Trust is £16.28. The mean for men is £18.95 compared to £15.49 for women. The median salary has fallen from £17 to £16.21 for men and from £14.33 to £11.61 for women

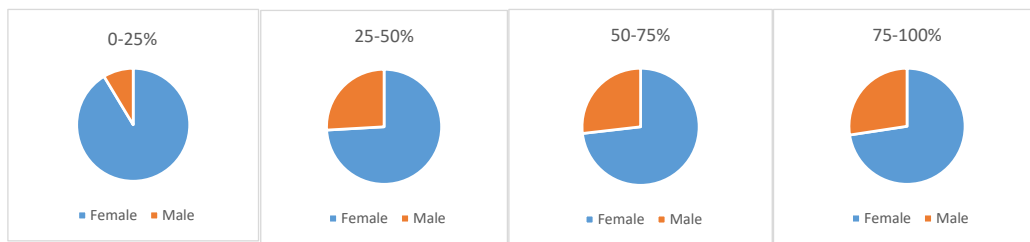
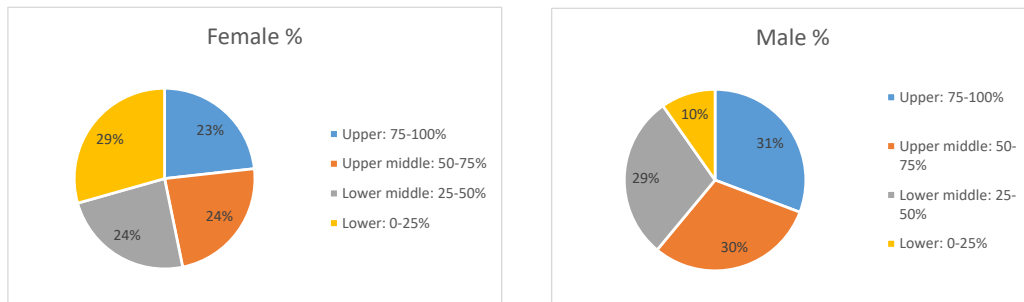
78% of staff are female with women and outnumber men at all levels. This is in common in schools nationally

In lower paid roles 91% 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. 29% of women are in the lower quartile and 10% of men. This compares to 23% women and 31% of men in the upper quartile.

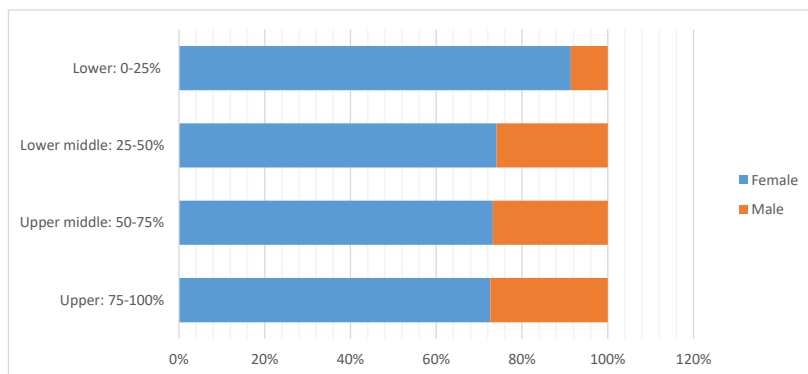
At Executive and Senior Leadership Team we are 67 % (2018: 62%) women and our pay gap for this group is as follows:

		2019	2018
Men's hourly pay percentage higher than women's	Mean	19.0%	5.3%
	Median	14.6%	10.4%

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.