

Gender pay Gap report - March 2023

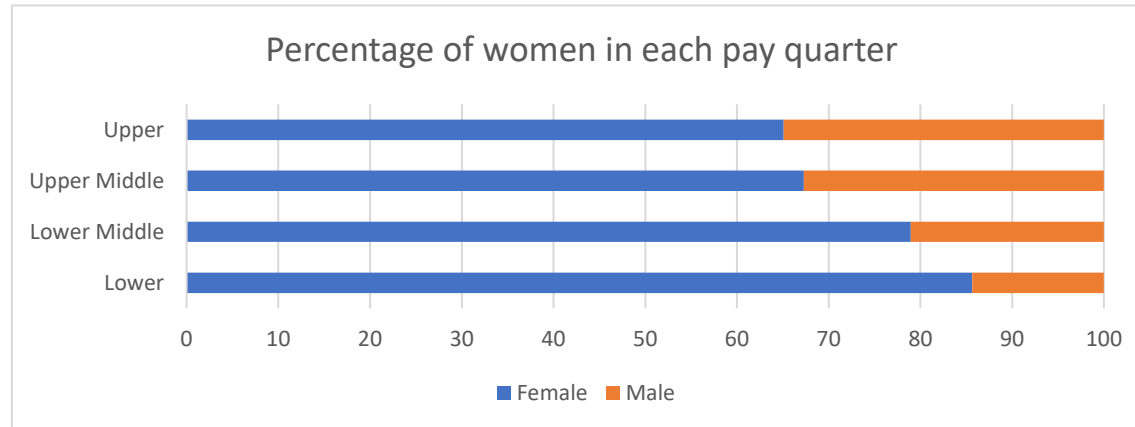
Introduction

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

	2023
Men	26%
Women	74%

Women occupy 65% of the highest paid jobs in the organisation and 86% of the lowest quarter of jobs



The majority of our staff are female at most levels in the organisation. This is in common in schools nationally. Women occupy 65% of the highest paid jobs in the organisation and 86% of the lowest quarter of jobs. If the lower quartile were equal in men and women our mean gap would be reduced significantly. Our Executive and Headteachers team consists of 7 women and 9 men.