



Snapshot date: 1<sup>st</sup> March 2024

**Difference in mean and median hourly rate of pay**

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference male to female	11.55%	7.41%

**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	None	None

**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)	None
Female employees (% paid a bonus compared to all female employees)	None

**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)	15.3%	31%	27.6%	31%
Female (% females to all employees in each quartile)	84.7%	69%	72.4%	69%

### Supporting statement

I confirm that the information published here is accurate.

Signature:

*S. Rogers*

Date:

*3/12/24*

Status/position:

*Business Manager*

### Supporting Narrative

This narrative helps anyone reading this statement to understand the organisation's view of why a gender pay gap is present.

***As a large secondary academy trust, the profile of our staffing shows 172 Females and 61 Males, this explains why the pay gap appears wider. We are aware that the majority of our supporting staff are female, who are paid lower than our male employees who are mainly employed in a teaching role.***

***We ensure that our job roles are evaluated to ensure fair pay in each role and advertise each job with no gender bias.***

Gender	Number of employees	Percentage of total employees
Male	61	11%
Female	172	89%

Band	Male	Female
Band 1	10	15
Band 2	15	25
Band 3	20	35
Band 4	10	20
Band 5	5	10
Band 6	1	2