

Snapshot date: 31/03/2018

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	22.7%	48.4%

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	N/A	N/A

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)	N/A
Female employees (% paid a bonus compared to all female employees)	N/A

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)	9.9%	13.0%	25.8%	28.6%
Female (% females to all employees in each quartile)	90.1%	87.0%	74.2%	71.4%



Supporting statement

I confirm that the information published here is accurate.

Signature:

A handwritten signature in black ink, appearing to be "A. M. S.", written over a horizontal line.

Date: 28 February 2019

Status/position:

Chief Executive Officer

Optional supporting narrative

As a multi academy trust, we are aware that the majority of our cleaning/housekeeping and lunchtime support staff are female and these members of staff tend to be the lowest paid members of staff within the organisation. We always recruit the best person for the job, regardless of their gender. All our job roles are evaluated to ensure fair pay for the role and each role is advertised with no gender bias. All members of staff working in the same titled roles are paid within the same grade boundaries regardless of their gender.