

## Gender Pay Gap Report 2023



Snapshot date: 31st March 2023

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

	Difference in the mean hourly pay	Difference in the median hourly pay
	28.96%	55.03%

### Difference in mean and median bonus pay

	Difference in the mean bonus pay	Difference in the median bonus pay
	0%	0%

### 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)	0.00%
Female employees (% paid a bonus compared to all female employees)	0.00%

### Proportion of male and female employees according to quartile pay bands

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male (% males to all employees in each quartile)	6.76%	15.84%	25.23%	36.65%
Female (% females to all employees in each quartile)	93.24%	84.16%	74.77%	63.35%

### Supporting Statement

As an Educational Trust, we are aware that 50% of our employees are teaching staff, who are generally paid at higher levels than their support staff colleagues. Male employees make up 21% of the whole workforce with broadly 73% of these being employed as qualified teachers. Support staff work in varied roles, many of them part time, to ensure our schools operate effectively and efficiently. The vast majority of these support roles are performed by female employees with some roles being just a few hours per week. The report format contrasts these part time support roles with full time roles and exacerbates the pay differences between female and male colleagues. This report would provide greater clarity by separating Teaching and Support staff as well as Senior Management. Nonetheless we are confident that all of our roles are evaluated to ensure fair pay with no gender bias.

I confirm that the information published here is accurate.

Signature: P D Wilson

Date: 19th January 2024

Position: Company Secretary