

Gender pay gap reporting statement

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, any school with 250 or more employees must publish a gender pay gap statement on their website, which includes specific information about how both males and females are paid at their school.

Public sector organisations must publish their statement by **30 March** each year.

Employee overview

Our gender pay gap information is based on the total number of male and female full-pay employees. This is as follows:

Total Full-Pay Relevant Employees	
Female	279
Male	52
Total	331

Mean and median information

The table below shows the difference in hourly pay between our male and female full-pay employees as required for national reporting purposes.

	Upper hourly		Upper middle		Lower middle		Lower hourly	
	Female	Male	Female	Male	Female	Male	Female	Male
% in each quarter	74.70	25.30	84.34	15.66	86.75	13.25	91.46	8.54
% mean average	11.17		28.99		-1.39		1.26	
% median average	1.40		41.04		-1.82		2.69	

Proportion of employees receiving bonuses

The Trust does not operate a bonus scheme and all information regarding level of pay can be found in the Trust Pay Policy.