

**GENDER PAY REPORTING**31 March 2018 **all staff**

Male	Female	
Mean Pay per hour	Mean Pay per hour	Difference
£13.47	£12.11	10.09%*

Male	Female	
Median Pay per hour	Median Pay per hour	Difference
£13.13	£10.13	22.85%*

Bonus payments N/A

Pay Quartiles								
	Q1		Q2		Q3		Q4	
	Male	Female	Male	Female	Male	Female	Male	Female
	114	232	102	244	138	208	166	179
	32.95%	67.05%	29.48%	70.52%	39.88%	60.12%	48.12%	51.88%

Gender Pay-Gap Narrative

In total, 1383 staff (including casual/hourly paid staff were on the payroll as at 31 March 2018. A negative 10.09% difference between the mean pay per hour for females compared to males (£12.11 per hour compared to £13.47 per hour). The median rates were a negative 22.85% difference between females and males (£10.13 per hour compared to £13.13 per hour). Overall there was a fractionally small decrease in the mean deficit between genders during 2017-18 (0.4%) balanced by an equally small increase in the medial deficit (0.5%.)

The differences between the Group's three main staff groupings (Support, Teaching and Managers) continue to show that show that the largest gender difference is between support staff which reflects the disproportionate number of women within that group

(62.4% at 31 March 2018) and the fact that many occupy roles that are lower paid (see 1.4.6.3).

During 2017-18 the Group examined these roles and their remuneration concluding that their remuneration was well within national pay rates. (Indeed over the past 3 year's basic pay has risen significantly for the lowest wage earners as a result of changes to the National Minimum Wage. No issues were found that overtly prevented females from applying for and obtaining roles in the top two pay quartiles and it was pleasing that the percentage of females in the top 50% of salaries rose from 58.7% to 60.12% (quartile 3) and 51.88% to 51.20% (quartile 4) between 2017 and 2018, an overall increase of 2.1%. Work will continue on encouraging more females to apply for higher paid roles during 2018-19.