**Gender pay gap report**

**Snapshot date -** 31 March 2021

**Employer size -** 250 to 499 employees

**Hourly wages pay gap**

In this organisation, **women earn 53p** for every **£1** that men earn when comparing median hourly wages. Their median hourly wage is **46.9%** **lower**than men’s are.

When comparing mean hourly wages, women’s mean hourly wage is **26.4%** **lower**than men’s are.

**Proportion of women in each pay quarter**

In this organisation, women occupy **88.3%** of the highest paid jobs and **96.7%** of the lowest paid jobs.

**Top quarter (highest paid)**

88.3%of the top quarter are women

11.7%of the top quarter are men

**Upper middle quarter**

84.3%of the upper middle quarter are women

15.7%of the upper middle quarter are men

**Lower middle quarter**

99.2%of the lower middle quarter are women

0.8%of the lower middle quarter are men

**Lower quarter (lowest paid)**

96.7%of the lower quarter are women

3.3%of the lower quarter are men

**Bonus pay gap**

Who received bonus pay - No bonuses were paid.

‘In our organisation the lowest paid jobs are Mid-day Assistants and Support Staff. Due to the nature of school working hours and holiday periods, these roles are occupied almost exclusively by women as it fits in with their own childcare commitments.

However, the highest paid earners are the Leadership Teams in our four schools. All these roles except for one are occupied by women’.