

Gender pay gap report

Snapshot date - 31 March 2022

Employer size - 250 to 499 employees

Hourly wages pay gap

In this organisation, **women earn 47.59p** for every **£1** that men earn when comparing median hourly wages. Their median hourly wage is **52.41% lower** than men's are.

When comparing mean hourly wages, women's mean hourly wage is **29.37% lower** than men's are.

Proportion of women in each pay quarter

In this organisation, women occupy **84.68%** of the highest paid jobs and **97.27%** of the lowest paid jobs.

Top quarter (highest paid)

84.68% of the top quarter are women

15.32% of the top quarter are men

Upper middle quarter

86.49% of the upper middle quarter are women

13.51% of the upper middle quarter are men

Lower middle quarter

98.20% of the lower middle quarter are women

1.8% of the lower middle quarter are men

Lower quarter (lowest paid)

97.27% of the lower quarter are women

2.73% 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'.

Yours sincerely,