

GENDER PAY GAP REPORT – APRIL 2018

- 1. Mean Hourly Rate Gender Pay Gap 35%**
- 2. Median Hourly Rate Gender Pay Gap 57%**

These figures appear to have increased due to there being no After School Club students included in the April 2018 payroll. In 2017 April payroll there were 11 boys on the lowest pay rate of £4.12 but only 5 girls. Removing these from the 2017 figures would have resulted in a gap of 32% and 57% which is almost the same as this gap.

The workforce profile for the 2 years is slightly different due to the timing of some pay claims possibly affected by different Easter breaks.

There are significantly less zero hours males in 2018 due to both After School Club and Holiday Club and some pay claims in 2017 for sports coaches.

These small staffing changes have affected the quartiles as the rates needed to be reviewed with 16 staff on £4.12 per hour in 2017 being removed from the payroll in 2018.

	2017	2018
employees <u>paid</u> in the relevant pay period	292	265
Full time males	69	67
full time females	55	60
part time males	9	6
part time females	21	23
TTO males	13	12
TTO females	62	60
zero hours females	22	17
zero hours males	41	20

3. Gender Quartile Percentages

Upper Quartile

Proportion of Males is 66%

Proportion of Females is 34%

Upper Middle Quartile

Proportion of Males is 31%

Proportion of Females is 69%

Lower Middle Quartile

Proportion of Males is 32%

Proportion of Females is 68%

Lower Quartile

Proportion of Males is 28%

Proportion of Females is 72%

Commentary

We are satisfied that we pay the same rate for the same role, regardless of gender.

The gap seen in the mean and median figures, as well as the Lower Middle and Lower Quartiles can be explained by the fact that the lowest hourly rates tend to go with Domestic and Catering Assistant roles which we run in house.

We have analysed this in more detail and the pay gap reduces significantly when split into the groups with the same grading system. Teachers have a 6% median pay gap and support staff have a 7% median gap but this shows a -5% (positive) median for female staff when Catering and Cleaning staff are removed.

4. Bonus Gap

1.9% of males were paid a bonus and 0% of women.

The gap is 100% of the bonus paid.