



GENDER PAY GAP REPORT – APRIL 2021

- 1. Mean Hourly Rate Gender Pay Gap 28% down from 30%**
- 2. Median Hourly Rate Gender Pay Gap 37% down from 54%**

These figures appear to have decreased again slightly.

The workforce profile for the 5 years is slightly different due to the timing of some pay claims possibly affected by different Easter breaks and 2019 includes Holiday Club pay claims but 2020 does not.

	2017	2018	2019	2020	2021
employees <u>paid</u> in the relevant pay period	292	265	277	276	268
full time females	55	60	57	62	58
Full time males	69	67	63	70	66
part time females	21	23	28	29	29
part time males	9	6	10	8	5
TTO females	62	60	62	64	71
TTO males	13	12	11	11	11
zero hours females	22	17	23	13	11
zero hours males	41	20	23	19	17

3. Gender Quartile Percentages

Upper Quartile

Proportion of Males is 58%

Proportion of Females is 42%

Upper Middle Quartile

Proportion of Males is 28%

Proportion of Females is 72%

Lower Middle Quartile

Proportion of Males is 41%

Proportion of Females is 59%

Lower Quartile

Proportion of Males is 20%

Proportion of Females is 80%

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. During the accounting period we employed more TTO cleaning staff due to the pandemic.

We have analysed this in more detail and the pay gap reduces to 26%/39% when the hourly paid Music teachers are removed.

4. Bonus Gap

No bonuses were paid in the relevant accounting period.