



## Gender Pay Gap Report

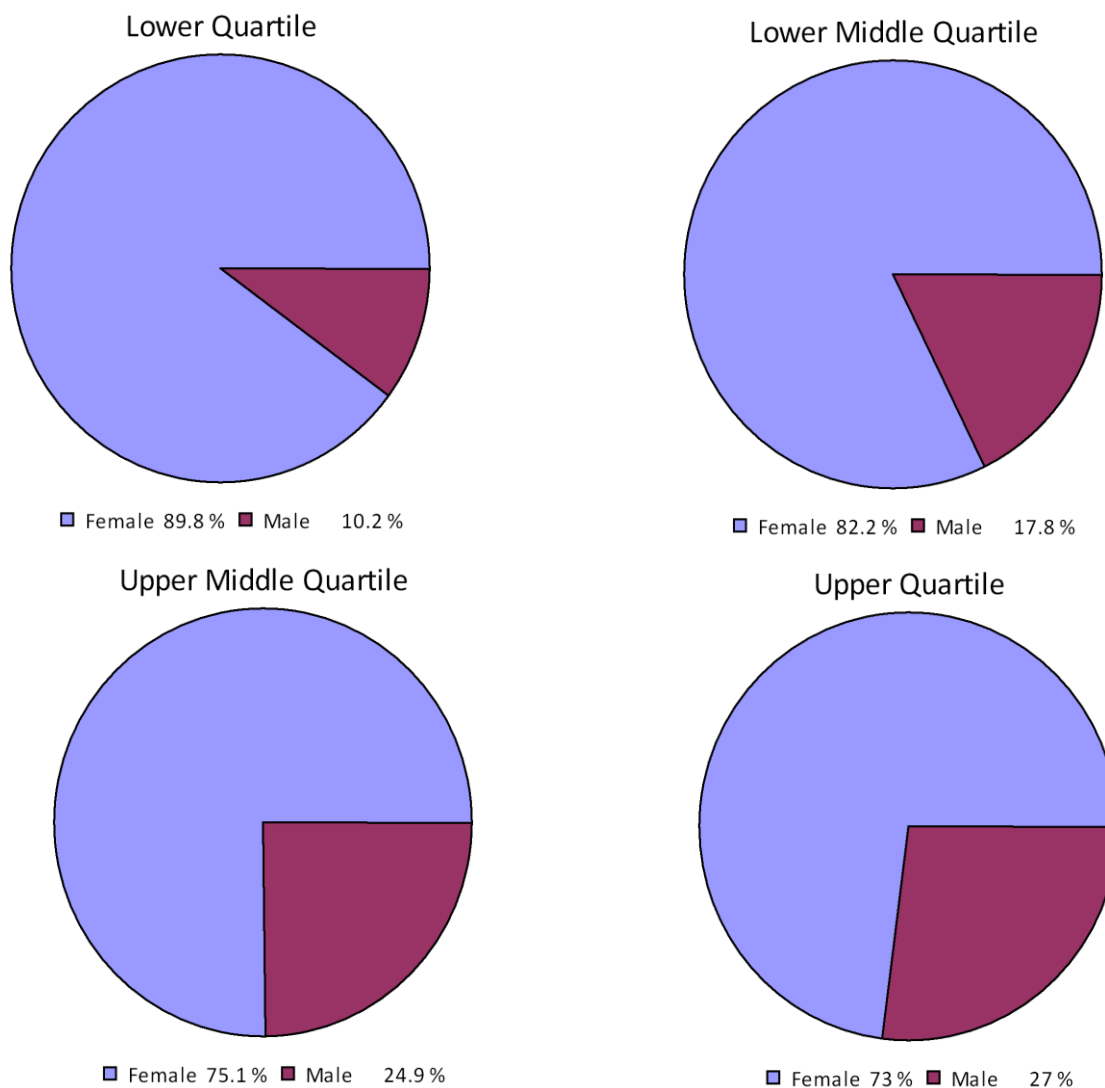
As at the snapshot date of **31 March 2021**

### Pay and Bonus Gap

<b>Mean gender</b>	the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female pay gap full-pay relevant employees	<b>19.3%</b>	
<b>Median gender</b>	the difference between the median hourly rate of pay of male full-pay relevant employees and that of pay gap female full-pay relevant employees	<b>38.7%</b>	
<b>Mean bonus gap</b>	the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees	<b>0%</b>	
<b>Median bonus</b>	the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees	<b>0%</b>	
<b>Bonus</b>	the proportions of male and female relevant employees who were paid bonus pay during the relevant period	<b>0%</b>	<b>0%</b>

## Quartile Pay Bands

the proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands



"Note from Office of National Statistics: Estimates for 2020 and 2021 are subject to more uncertainty than usual as a result of the challenges ONS faced in collecting the data under government-imposed public health restrictions in 2020, the furlough scheme and falling response rates since the start of the COVID-19 pandemic.

1. The Trust employs more female staff (643) than male (160), this is indicative of the education sector as a whole.
2. The mean GPG is 19.3% up from 16.7% in 2020 reversing the trend of gradual closure of the gender pay gap.
3. The median GPG is 38.7% up from 31.6% in 2020. A significant proportion of female staff work 30 hours or less a week often to meet childcare responsibilities.
4. Equality is fundamental to the philosophy of the Trust. We have a robust Recruitment and Retention Strategy & Action Plan the focus of which includes talent management, staff training and development and continuing to improve accessibility of CPD for all staff. There are no differences in pay rates for different genders occupying equivalent roles, as all roles are advertised on a pay rate and range."