



GENDER PAY GAP REPORT

Report period: 2022 - 2023

SNAPSHOT DATE: 31/03/2023

Difference in mean and median hourly rates of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference male to female	21.98	44.01

Difference in mean and median bonus pay

	Difference in the mean bonus pay	Difference in the median bonus pay
Pay gap. % difference male to female	n/a	n/a

Proportion of male and female employees who were paid bonus pay

	PROPORTION RECEIVING A BONUS
Male employees (% paid a bonus compared to all male employees)	n/a
Female employees (% paid a bonus compared to all female employees)	n/a

Proportion of male and female employees according to quartile pay bands

	QUARTILE 1 (LOWER)	QUARTILE 2. (LOWER MIDDLE)	QUARTILE 3 (UPPER MIDDLE)	QUARTILE 4 (UPPER)
Male (% males to all employees in each quartile)	14.71	23.88	22.39	41.58
Female (% females to all employees in each quartile)	85.29	76.12	77.61	58.21

OPTIONAL SUPPORTING NARRATIVE

As a school we are aware that a large majority of our staff are female. This is especially true for non-teaching roles within the school which tend to pay less than teaching positions. We also ensure that our job roles are evaluated to ensure fair pay in each role and advertise each job with no gender bias.