

## Academy Trust:

<b>Reference date:</b> 31 March 2019
--------------------------------------

### Difference in mean and median hourly rate of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference male to female	32.55%	52.16%

### 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		

### 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)	
Female employees (% paid a bonus compared to all female employees)	

### 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)	3.03%	6.06%	12.12%	20.90%
Female (% females to all employees in each quartile)	96.97%	93.94%	87.78%	79.10%

**Supporting statement**

**I confirm that the information published here is accurate.**

**Signature:**



**Date:** 21<sup>st</sup> March 2020

**Status/position:**

Chief Operating Officer

**Optional supporting narrative**

On the 31<sup>st</sup> March 2019 the Trust employed 28 men (of whom 17 are teachers) and 237 women (of whom 96 are teachers)