

SNAPSHOT DATE: 31ST MARCH 2024

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	11.1%	32.1%

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	NA	NA

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

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)	16.4%	10.7%	27.9%	22.1%
Female (% females to all employees in each quartile)	83.6%	89.3%	72.1%	77.9%

SUPPORTING STATEMENT

I can confirm that the information published here is accurate.

Signature: *V. E. Ilwodes*

Date: ...18.04.24.....

Status/position: ...Chief Executive Officer.....

OPTIONAL SUPPORTING NARRATIVE

As an Academy Trust we are aware that most of our support staff are female and these roles are paid at lower rates due to weeks per year & hours reductions. All job roles are evaluated to ensure fair pay in each role and advertise each job with no gender bias.