


Snapshot Date:	31/03/2020
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Difference in mean and media hourly rate of pay		
	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap % difference male to female	10.9	5.3

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	0	0

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)	0
Female employees (% paid a bonus compared to all female employees)	0

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)	26.4	36.6	45.8	36.6
Female (% females to all employees in each quartile)	73.6	63.4	54.2	63.4

Supporting statement			
I confirm that the information published here is accurate.			
Signature:		Date:	25/03/2021
Status/position:	Trust HR Manager		

Optional supporting narrative
We use pay scales for all teaching staff that are aligned to the School Teachers' Pay and Conditions document which is reviewed on an annual basis. For non-teaching support staff we use the pay scales set by the NJC (National Joint Council for Local Government Services). All Staff move through the pay scales for their grade based on a thorough and robust appraisal process, meaning earnings are based on performance outcomes, irrespective of their gender.