

Gender Pay Gap Report 2021



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Data information as at 31 March 2021

Deadline for submission 30 March 2022



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Legislation

From 2017, if you are an employer who has a headcount of 250 or more on your 'snapshot date' you must comply with regulations on gender pay gap reporting. Gender pay gap calculations are based on employer payroll data drawn from a specific date each year.

What is the Gender Pay Gap?

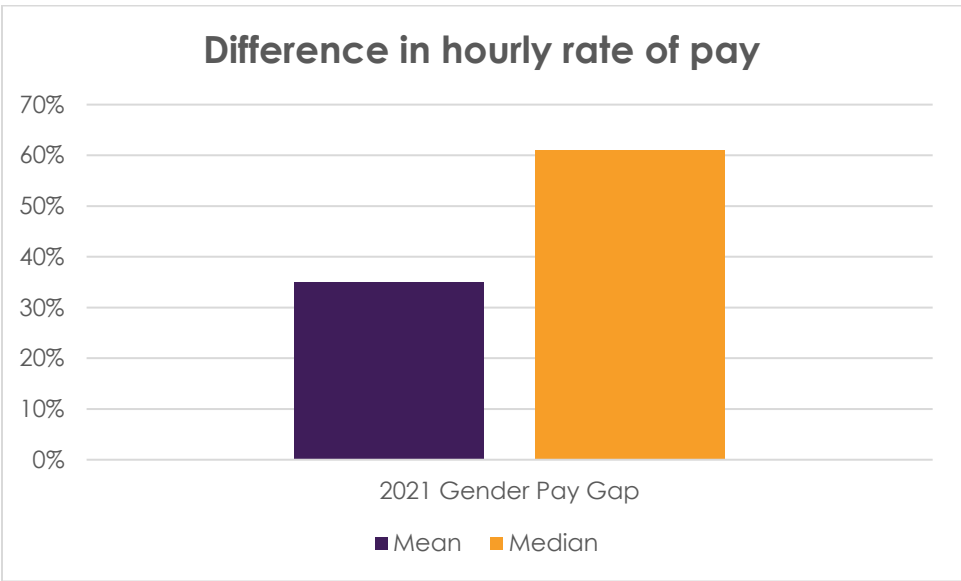
The gender pay gap is the difference between the average (mean or median) earnings of men and women across a workforce. This is expressed as a percentage of men's earnings.

Love is repaid with
love

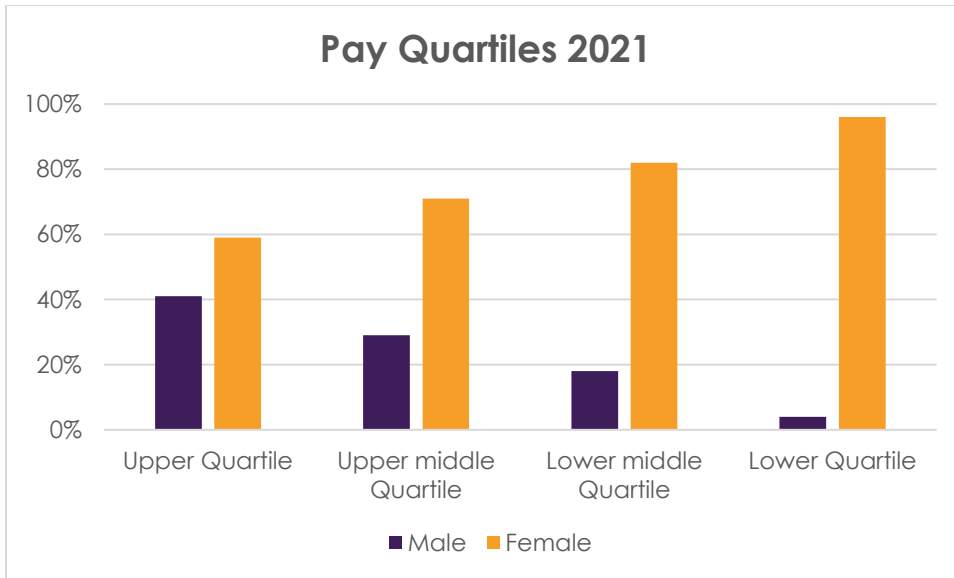


Our Reportable Figures

	2021 Pay Gap as a percentage
Mean	35%
Median	61%



	2021 Male	2021 Male headcount	2021 Female	2021 Female headcount
Upper Quartile	41%	31	59%	44
Upper Middle Quartile	29%	22	71%	53
Lower Middle Quartile	18%	14	82%	62
Lower Quartile	4%	3	96%	73



	Total Headcount	Mean Hourly Pay	Median Hourly Pay
Male	70	£29.37	£31.36
Female	232	£18.96	£12.21
Total	302	£21.37	£14.38

From 1 April 2020, our employee numbers increased to over 250 with the addition of 2 new schools joining the Company. This is the first year we have been required to submit this report based on data from 31st March 2021, so there are no comparisons. The total employees increased from 108 to 302.

Of the 302 employees, 232 are female and 70 are male. The upper quartile represents the highest number of males. The difference between male and female employees is quite large; there is a large proportion of female employees employed in the lower quartiles, which includes pastoral, admin, education support, catering and cleaning.

There are a higher number of male teachers in the secondary academies compared to primary level.

All employees across the company are paid equally and this should not be confused with the differences in the gender pay gap between men and women that carry out the same/similar job roles.