

Snapshot date: 31st 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	9.0	2.8

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)	18.6	27.1	25.4	32.2
Female (% females to all employees in each quartile)	81.4	72.9	74.6	67.8

Supporting statement

I confirm that the information published here is accurate.

Name: Louise Voden Date: 4th March 2020

Position: Headteacher

Supporting Narrative

The school has an established pay policy based on national terms and conditions for teaching staff (STPCD) and local government pay scales for support staff. All support staff roles are subject to job evaluation. The school is confident that members of staff engaged in same / similar roles are paid at the same rate irrespective of gender.