

Gender Pay Gap Report

Reference Date: 31/3/2017

Report Type: Snapshot

Below is the Gender Pay Gap report for census period 30/3/2017. At this date the Trust was responsible for eight academies.

Total Employees	Male	Female	Total
	60	361	421
Pay			
Pay	Male	Female	Difference
Mean	19.78	14.57	26.36%
Median	12.12	8.27	31.79%
Pay Distribution			
Pay	Male	Female	
Upper (75-100%)	21%	79%	
Upper Middle (50-75%)	26%	74%	
Lower Middle (25-50%)	3%	97%	
Lower (0-25%)	5%	95%	
Bonus			
Bonus	Male	Female	Difference
Mean			26.36%
Median			31.79%
Percentage Receiving Bonus	8.33%	1.11%	