Gender pay gap reporting statement

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, any school with 250 or more employees must publish a gender pay gap statement on their website, which includes specific information about how both males and females are paid at their school.

Public sector organisations must publish their statement by 30 March each year. Businesses and charities must publish their statement by 4 April each year.

Schools can use this template to make sure they meet their statutory requirements to publish gender pay gap information and provide clarity to the school community and beyond about how they are reducing gaps in pay.

Employee overview

Our gender pay gap information is based on the total number of male and female full-pay employees. This is as follows:

Gender	Total number of full-pay employees
Male	68
Female	382

Mean and median information

The table below shows the difference in hourly and bonus pay between our male and female full-pay employees.

	Mean gender pay gap in hourly pay (+/-)	Median gender pay gap in hourly pay (+/-)	Difference in mean bonus pay (+/-)	Difference in median bonus pay (+/-)
Difference in pay	12.1%	28.2%	0%	0%

Proportion of employees receiving bonuses

The table below shows the total number of male and female employees receiving bonuses, alongside the percentage as a total of either female or male employees.

Gender	Total number of employees receiving bonuses	Proportion of employees receiving bonuses
Male	0	0%
Female	0	0%

Quartile information

The table below shows the number of male and female employees in each quartile pay band, alongside the percentage of male and female employees comprising each quartile.

		Number of employees in each quartile pay band	Proportion of employees in each quartile pay band
Upper quartile	Male	27	23.80%
	Female	86	76.20%
Upper middle quartile	Male	17	15.33%
	Female	95	84.67%
Lower middle quartile	Male	14	12.32%
	Female	99	87.68%
Lower quartile	Male	10	9.01%
	Female	102	90.99%