



South Nottingham Catholic Academy Trust

Gender Pay Gap Report

Data as at 31 March 2017

The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings. The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requires all employers with 250 or more employees in the UK to publish details of their gender pay gap by producing the following information:

- the difference in mean pay between male and female employees
- the difference in median pay between male and female employees
- the difference in mean bonus pay, over a 12 month period, between male and female employees
- the difference in median bonus pay, over a 12 month period, between male and female employees
- the proportion of male and female employees receiving a bonus payment during the 12 month period
- the proportion of male and female employees in each quartile band

The following figures are the data for South Nottingham Catholic Academy Trust as at our 'snapshot date' of 31 March 2017.

1. Mean hourly rate

Mean hourly rate male	21.968
Mean hourly rate female	16.451
Mean Gender pay gap	25.10%

2. Median hourly rate

Median hourly rate male	34.5515
Median hourly rate female	26.2555
Median gender pay gap	26.90%

3. Bonus pay gap

No bonuses were paid

4. Quartile distribution

	Total no in quartile	% male	%female
Upper quartile	69 (21 M, 48F)	30.4	69.6
Upper middle quartile	70 (19M, 51F)	27.1	72.9
Lower middle quartile	70 (10M, 60F)	14.3	85.7
Lower quartile	70 (6M, 64F)	8.6	91.4

All male and female employees are paid equally on national pay scales. Support staff (i.e. non-teaching) roles are job evaluated to determine the correct grade and pay range. It is always the post which is evaluated and not the individual in that post. Men and women therefore receive the same rates of pay for doing the same job and all jobs are job evaluated to ensure that the pay for the role is fair. We always recruit the best person for any post regardless of gender.

The gender pay gap figures reflect the fact that the majority of our support staff roles offer flexible, largely term-time only working and tend to be filled predominantly by female staff.