

Gender Pay Gap Analysis Report

Snapshot Date: 31st March 2017 (Published: March 2018)

It is a requirement to report annually on Gender Pay Gaps in organisations with over 250 employees. Below is the Gender Pay Gap Analysis Report for the Thrive Partnership Academy Trust for the sample date of March 2017.

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	24.4%	52.5%

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	N/A	N/A

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)	N/A
Female employees (% paid a bonus compared to all female employees)	N/A

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)	28.2%	30.1%	26.2%	33.3%
Female (% females to all employees in each quartile)	71.8%	69.9%	73.8%	66.7%

Gender Balance of Workforce:-

	%	Number
Male	29.2%	130
Female	72.4%	315

Supporting Narrative:-

The Trust has a clear, written pay policy and gender plays no part in the assessment of salary grades. Salary grades are related to the nature of each role within the Trust, taking into account such things as job complexity, responsibility, staff supervision and education requirements.

The pay data for 2017 has been analysed and the reason for the higher male MEAN and MEDIAN pay rates and the gender split in Quartile 1 is due, in the main, to the nature of certain jobs in the schools within the Trust particularly the assessed rates of pay for roles such as cleaners, midday supervisors, general administration staff and some classroom support assistants. These roles are mainly filled by female employees as these contracts, being part-time and/or term time only, provide work opportunities that are attractive to females who have accompanying childcare/family commitments and/or where they are the secondary earner in the household.