

Gender Pay Gap Report – Bury St Edmunds Academy Trust Ltd

Snapshot date: 31st March 2018

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	17.83%	25.64%

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)	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)	17.14%	21.13%	29.58%	38.03%
Female (% females to all employees in each quartile)	82.86%	78.87%	70.42%	61.97%

Optional supporting narrative

This report contains the Bury St Edmunds Academy Trust's standard disclosure of the gender pay gap for the trust.

The majority of Bury St Edmunds Academy Trust staff are female (74%) which is not uncommon in the education sector.

The mean gender pay gap shows that females are paid 17.83% less than men and the median gender pay gap shows that females are paid 25.64% less than men.

Staff in the lower and lower middle quartiles are employed in support roles such as mid-day supervisors, cleaners, classroom assistants and general administrators. In the upper middle and upper quartiles the majority of staff are employed in teaching and leadership roles.

The trust has a pay policy and gender is not a factor in the assessment of salary grades. Salary grades are based upon the nature of each role within the trust, taking into account job

