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## Wolds Learning Partnership - Gender Pay Gap Report

**Snapshot date: 31<sup>st</sup> March 2017** (Melbourne Primary School was not a member of the Trust at this point so is not included in the figures)

**No of Employees = 250 to 499**

### 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	20.7%	48.6%
	In other words when comparing mean hourly rates, <b>women earn 79p</b> for every <b>£1</b> that men earn.	In other words when comparing median hourly rates, <b>women earn 51p</b> for every <b>£1</b> that men earn.

### Proportion of women in each pay quartile

	Quartile 1. Lower	Quartile 2. Lower middle	Quartile 3. Upper middle	Quartile 4. Upper
Female (% females to all employees in each quartile)	90%	84%	72%	68%

Pay quartiles are calculated by splitting all employees in an organisation into four even groups according to their level of pay. Looking at the proportion of women in each quartile gives an indication of women's representation at different levels of the organisation.

### 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)	No bonus payments were made
Female employees (% paid a bonus compared to all female employees)	No bonus payments were made

### Supporting Statement

I confirm that the information published here is accurate.

Signature:

Date:

Status/position:





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### Optional supporting narrative

Our Trust workforce is made up of a variety of different roles, spanning a spectrum of salary points. A high proportion of our workforce provide the critical functions of cleaning, catering, midday supervision, administration and learning support. These roles are predominately part time and the majority of staff in these roles are female. This workforce structure means that a high proportion of staff in these roles fall below the median hourly rate for the Trust, although when looking at the teaching and leadership roles within schools there is a high proportion of female representation. Our policies and practice within the Trust ensure equality and diversity. We will continue to review the findings annually, and develop actions to address gaps in pay based on gender.

