Community Schools Trust

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GENDER PAY REPORTING

Snapshot date: 31 March 2019

The staff breakdown for the period is:

- **Female** **61.02%**
- **Male** **38.98%**

Mean gender pay gap **12.23%**

Difference in the mean hourly rate of pay between male and female full pay relevant employees

Median gender pay gap **19.03%**

Difference in the median hourly rate of pay between male and female full pay relevant employees

Mean bonus gap **N/A**

Median bonus gap **N/A**

QUARTILE BANDS:

Proportion of male and female employees in each quarter of the employer's payroll

	Female	**Male**
Quartile 1 0-25% of full-pay relevant employees	66.22%	33.78%
Quartile 2 25-50% of full-pay relevant employees	68.92%	31.08%
Quartile 3 50-75% of full-pay relevant employees	56.76%	43.24%
Quartile 4 75-100% of full-pay relevant employees	52.05%	47.95%

Additional notes:

- I can confirm that the above figures are accurate
- No female employee is paid a lower wage for doing the same job as a male employee. We have an agreed pay scale for teachers and support staff which is applied consistently to all staff
- No bonus payments were made
- Most of our non-teaching roles are female and paid on the support staff pay scales which are considerably lower than teacher pay scales

Simon Elliot
CEO