



Gender Pay Gap Analysis

From 6th April 2017 employers in Great Britain with more than 250 employees are required by law to publish the following information as at a snap shot date, which for public sector employers is 31st March:-

- average gender pay gap as a mean average;
- average gender pay gap as a median average;
- proportion of men and women receiving bonuses;
- proportion of men and women in each quartile of the organisation's pay structure.

The gender pay gap analysis for Stour Vale Academy Trust as at 31st March 2018 is:-

Pay gap. % difference male to female	%
Mean	23.61
Median	34.52

Proportion of male and female in pay structure		
Quartile	Male %	Female %
Upper	35.87	64.13
Upper Middle	30.43	69.57
Lower Middle	16.30	83.70
Lower	15.22	84.78

Stour Vale Academy Trust do not pay bonuses therefore the requirement to report on this difference is not applicable.

The gender pay gap shows the difference between the average pay between all men and women in the workforce. Even though the Trust has fair and appropriate pay processes there is still a gap. This gap is influenced by the roles held by the genders across the different areas of work. Our Trust employs a higher percentage of female staff (75.54%) compared to male (24.46%). The main reason for our pay gap in favour of men is that the roles in the lower and lower middle are non-teaching roles which are mainly occupied by women.